SLA
Triennial
SALARY SURVEY

SPECIAL LIBRARIES ASSOCIATION
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SLA SALARY SURVEY: SCOPE AND PURPOSE

THE 1982 SALARY SURVEY is the sixth salary survey of SLA members to be conducted by the Special Libraries Association. Previous surveys have been published in *Special Libraries (1-5)*. The objectives of the surveys are:

- To obtain systematic accurate information about the salaries of special librarians and information personnel;
- To establish a data bank from which inquiries about salaries can be answered for members of the Special Libraries Association, for persons engaged in personnel and recruitment activities, and for persons planning special library careers;
- To enable SLA members to assess their own salaries in view of the numerous variables.

The Association's salary surveys have been undertaken on a triennial schedule since 1967. The 1982 survey is the sixth triennial survey. The first salary survey was conducted in 1959; however, no surveys were taken during the years 1960–1966.

In recent years it has become apparent that annual updates to the triennial salary surveys would be necessary to keep pace with rapidly changing economic conditions. In 1980 and 1981 the first two annual updates were made. The updates sample 25% of the membership using a shortened survey instrument. Annual updates will continue to be taken in the years between each triennial survey.

Respondents who reported that they were unemployed on Apr. 1, 1982, or who reported only part-time employment were not included in calculations of either means or medians. The reported salary means and medians represent respondents employed on a full-time basis and those whose academic year basis could be converted to a calendar year equivalent (by computer conversion).

Salaries reported in the tables of this report have not been rounded after computer tabulation to the nearest one hundred dollars. This differs with the published reports of previous triennial salary surveys; however, the differences are not significant.

In the published reports of the 1976 and 1979 triennial surveys, salaries were presented in terms of percentiles instead of the arbitrary $1,000 ranges of previous survey reports. This format has been retained for the 1979–1982 survey report. The desirability of a presentation in terms of percentiles has frequently been recommended to the Association by salary administrators and by the administrators of personnel departments. Data are reported for the 25th, 50th, and 75th percentiles where the 50th percentile is the median. Instead of reporting the lowest and highest salaries, the average of the lowest 10% and the average of the highest 10% are reported. This method prevents possible identification of individuals at the low and high extremes.

The SLA Statistics Committee assisted with the revision of the salary survey instrument and suggested several improvements in the way the collected data are used in the survey report. Based on the Committee's suggestions we have added additional comparisons to the 1982 survey report. One of the major new features is an industry breakdown by geographic area. Thus, banking librarians can review salaries in their part of the country as well as nationwide. Other additions include the comparison of salaries with job titles and with budget ranges. In addition, data for the United States and Canada are in separate tables.

Survey Questionnaires

In an effort to reach all SLA members in a timely and efficient manner, the Association included the 1982 salary survey questionnaire as a four-page insert in the April 1982 *SpeciaList*.

Members detached the instrument from the *SpeciaList*, completed it and returned it to the Association. This represents a new approach in gathering salary survey information for SLA. The *SpeciaList* is widely and quickly read, thus provided an ideal vehicle in communicating with SLA members.

The survey instrument clearly indicated that only SLA members should complete the questionnaire. A question on the form asking for membership category served as a second check for weeding out nonmember respondents.

As of April 1, 1982, 9,128 members and associate members received the salary survey in their *SpeciaList*. Recipients were requested to report their salary as of April 1, 1982 and to return the questionnaire by May 14, 1982.

Returns from 3,255 members were received by the deadline, giving the association a 36% useable response rate. This is lower than previous triennial surveys, perhaps due in part to the new method of distributing the questionnaire.

Mean and Median Annual Salary in 1982

The mean (average) basic annual salary of SLA members on Apr. 1, 1982 was $28,113 for Canadian members and $24,340 for American members.

The survey indicates increases in median salaries from 1981 to 1982 ranging from 3.5% up to 38%. The median salary in dollars for 1982 ranges from $20,700 in the Mountain region to $24,000 in the South Atlantic region. The overall median salary in the U.S. was $23,000. The median salary for Canada, reported in Canadian dollars, is $27,000.

The median is an arithmetic average which represents the salary at the center of the distribution. Half the salaries reported are less than the median, and half are greater than the median. When the median salary for any group is less than the mean salary, more respondents are below the average than above. With a few exceptions in this report, the medians are less than the means.

By the definition of the median as just stated, the median is also at the 50th percentile of the respondents. Similarly, one-quarter of the salaries reported are less than the 25th percentile. Three-quarters of the salaries reported are below the 75th percentile; or stated in other words, the 75th percentile shows that one-quarter of the salaries reported are above the 75th percentile.

Table 1a lists the basic annual salary of SLA members for 1967, 1970, 1973, 1976, 1979, and 1982. These figures are depicted graphically in Figure 1.

	Questionnaires Mailed	Usable Responses	
1967	5,752	3,876	(67%)
1970	5,975	3,594	(60%)
1973	6,108	3,893	(64%)
1976	6,974	4,233	(61%)
1979	9,442	4,997	(53%)
1981*	9,128*	3,255	(36%)

**Salary Survey was included in the* SpeciaList *with the instruction that only SLA members and associate members return it. The figure represents membership count as of 1 April 1982 and the responses represent the returns from members and associate members.*

CPI and Mean Salary

The Consumer Price Index (CPI) is a statistical measure of change, over time, in the prices of goods and services in major expenditure groups—such as food, housing, apparel, transportation, medical care and entertainment—typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample "market basket" of goods and services costs today with what the same sample market basket cost at an earlier date.

In the report of the 1976 Salary Survey it was noted that during the period 1967–1976, the percentage increase in the mean salary of SLA members and the CPI was the same. The 1979 survey indicated that the mean salary of SLA members is no longer keeping pace with the CPI. In 1982, this is again the case. Table 1b shows that while the mean salary has increased 153.5% since 1967 the CPI has increased 185.7%. The CPI is a measure of economic conditions in the United States.

Changes in Earnings by Sex

The responses of female members from the United States comprised 83% (2,508) of the total American response to the survey questionnaire (3,019). The responses of female members from Canada comprised 88% (207) of the total Canadian response to the survey (236).

In every percentile rank, the salaries reported by female members in 1982 were less than salaries reported by male members. The average of the lowest 10% of the salary differential amounts to less than $1,000 for the United States members and approximately $1,400 for Canadian members. The average of the highest 10% differential is almost $12,500 higher for male members in the U.S., while in Canada the salary differential amounts to almost $10,700. Of course, these figures represent only survey totals and do not necessarily account for the variables considered in salary determinations. The figures indicate that, in general, women in special library and information fields are paid on a lower scale than men.

The sections of this report on personnel supervised and years of experience also indicate that the salaries of female SLA members are generally lower than the salaries of male SLA members when the number of persons supervised or the years of experience are equal.

Perhaps more enlightening than the actual figures on men's and women's salaries is the change in earnings by sex given in Table 3. Although salaries are not equal, the increase for women has been much greater than the percentage increase for men. However, it is disturbing to note that while the gap between median salaries of women and men seemed to be closing in previous surveys, it widens considerably in the 1982 survey.

Census Regions

This survey report uses the nine geographical United States Census Regions to define job location. Canada is considered as a tenth region. Figure 2 illustrates the states comprising each census region for the United States. The illustration includes the percentage of respondents from each region. Table 4 lists for each region the salary distributions in rank order of the 1982 medians.

Table 5 includes historical data on corresponding medians for 1967, 1970, 1973, 1976, and 1979. These, too, are listed in rank order based on the 1982 medians for each region.

In comparing the rankings with the 1981 update, the East South Central region moves up from the bottom to fourth on the list. The top three regions, Canada, South Atlantic and Pacific remain in the same order as in 1980 and 1981.

Standard Metropolitan Statistical Areas

The U.S. Census Bureau divides each Census Region into Standard Metropolitan Statistical Areas (SMSAs). Table 6 lists the SMSAs with median salary figures for each of the triennial surveys since 1970. The final column reports percentage and dollar increases in the last three years. The

Richmond, Virginia SMSA shows the highest percentage increase, that of 59%. The Huntsville-Birmingham SMSA shows the second highest increase, that of 54%. No SMSA showed a decrease in median salaries.

Table 7 lists complete data for each SMSA. The table has been divided into 10 subdivisions corresponding to each of the nine Census regions and Canada. Each subdivision is identified by a letter. Thus, New England is 7a and Canada, the last listing, is 7j.

Type of Organization

Tables 8a–8c show the salary distribution by type of organization. The types listed are broad categories. These figures reflect in general terms salary trends for members of the Special Libraries Association. Again, as in 1979, federal government employees, as a group, earn among the highest salaries. This fact is also reflected in the SMSA figures (Tables 7c and 7j). Washington, D.C., and Ottawa, seats of the national government for the United States and Canada, respectively, are among the highest SMSA salary areas.

Table 8c is a new feature in the report of SLA's Triennial Salary Survey: "Salary Distribution by Type of Institution by Census Region in Rank Order of Median Salary." The information in Tables 8a and 8b, presented in rank order of median salaries for each type of library, will assist individuals who wish to compare salaries in various types of organizations in each of the nine U.S. Census Regions and Canada.

In many categories Table 8c lists only a few geographic areas. The reason is that for many industries in a particular part of the country, 5 or fewer people responded. Throughout the survey census regions and SMSAs with a response rate of 5 or less were automatically dropped.

Primary Responsibility

Primary responsibility in rank order of median salary, Table 9b, shows library school faculty at the top of the U.S. list. This represents a 25% increase in the median for library school faculty in the U.S. since 1979. Those listing administrative responsibility rank second in the 1979 and the 1982 surveys. The 1976 survey showed the same results.

For Canadian members, those listing administrative responsibility ranked first. Again in the 1982 survey people listing general responsibility in a one or two person library ranked near the bottom of the list for both Canada and the United States.

Information specialists dropped from fourth in the 1976 list to seventh in the 1979 list, to eighth in the 1982 U.S. list. The median salary for U.S. information specialists, however, increased 31% from $17,500 in 1979 to $23,000 in 1982. For the Canadians, we had sufficient responses in only six categories.

The median salaries of the SLA members in the United States whose primary responsibility is listed as documents or reports, acquisitions and cataloguing, readers services, abstractor or indexer or self employed range from $19,776 to $21,000. With a difference of only $1,224 it would not be prudent based on this data to make any real salary distinctions among these functions.

This year more detailed information about primary responsibility and type of institution is included. Tables 9a and 9b are a salary comparison of primary responsibility in rank in order of median salary. Not unexpectedly the federal government pays the highest salaries in almost all categories. Those respondents whose primary responsibility is administrative earn the highest salaries. Naturally, all categories do not match with each other. For example, under the library faculty categories, the entries for "Federal Government," "Public Library," "Other Government," and "Not Specified" are not included. In addition, we have included in Table 9c a listing of primary responsibility with census region. In this way people can compare their salaries with others in their geographic area. Table 10 tabulates salaries as a function of organizational entity. It indicates that members employed in information centers report higher salaries than those employed in libraries. This was also the case in the 1979 survey. Table 11 indicates salary distribution by primary responsibility within type of institution.

Supervisory Responsibilities

In many organizations a key determinant of salary level is the number of people supervised. The 1982 survey looked at both the total number of people supervised and the level of supervision (professional, technical, or clerical staff). Technical persons, although not defined in the questionnaire, often refers to para-professionals. The term is ambiguous and will require a definition in the next survey instrument. Table 12 is presented in eight sections: 12a and 12b, "Number of Employees Supervised"; 12c and 12d, "Number of Professional Employees Supervised"; 12e and 12f, "Number of Technical Employees Supervised"; 12g and 12h, "Number of Clerical Employees Supervised." The information in Table 12 is given first for Canada and second for the United States. Thirty-eight Canadians reported no supervisory experience, while 755 United States members reported no supervisory experience.

An analysis of the number of people supervised as a function of salary and sex is included in this year's salary survey report. Table 13 presents these findings.

The figures speak for themselves. It is interesting to note that the highest salaried category (supervision of more than 20 people) contains almost twice as many men as women. Another interesting observation is that the median salary for men is higher in nearly every category.

Academic Background and Previous Experience

Table 14 lists salaries with highest degree earned by type of institution. The table is in two parts: 14a and 14b, "Highest Subject Degree," and 14c and 14d, "Highest Library Science Degree."

Salary levels and academic degree levels are closely related. The highest salaries are reported in most cases by members who have earned the doctorate. It is interesting to note that the median salary for U.S. members with doctorates in library science, at $35,000, is higher than the median salary for those with doctorates in subject fields (Table 14d). The reverse is true on the masters level. The median salary for U.S. members with masters degrees in a subject field is $24,000 (Table 14b), while the median salary for those with masters degrees in library science is $23,160 (Table 14d). It may be possible that those reporting the masters degree in a subject field are really reporting a second masters. A second masters degree may account for the higher salary.

In addition, Table 14e–14h further refines the data on degree status. In these charts, earned degrees are matched with type of institution. Unfortunately, many types of institutions were eliminated because of insufficient responses for that particular industry. This is only one measure for salary determination; thus, it is not surprising that there are cases in which the highest degree does not automatically list the highest salary.

Along with highest subject degree, respondents were asked to indicate their subject fields. Table 15 lists salaries by highest degree in a subject field in rank order of median salaries for each industry.

In both the U.S. and Canada, law ranks highest as it did in 1979. For law degree holders, the 22% increase represents a median salary rise from $25,000 in 1979 to $30,680 in 1982 in the United States. For the United States, the physical sciences ranked second and engineering third, as was the case in the 1979 survey. In Canada, engineering ranked second and philosophy and religion third. One must remember when interpreting Table 15 that subject field relates to the academic discipline in which the respondent earned a degree. With Table 15c and 15d the salary data varies greatly among different industries with no clear patterns emerging.

Usually possessing more years of experience means a higher salary. The figures in Tables 16a–16f bear this out. There is a steady increase in salaries as experience increases. Tables 16a and 16b deal with years of other professional experience; Tables 16c and 16d list years of Professional Library Experience.

In Table 16b, the 1,078 nonrespondents could represent respondents whose professional experience is all in libraries.

One may speculate on the relationship of this figure to age. Fifty-six percent of the survey respondents fall between the ages of 20 and 39 (see Table 21a). It is likely that many of these per-

sons have professional experience in the library field only. Certainly, one needs more refined statistical information to verify this assumption.

Table 17 compares years of experience with sex and salary in the United States and Canada. Using the experience variable, the median salaries for women are lower than the median salaries for men for every level in the United States.

Salary as a function of seniority is presented in Table 18. The median salary increases steadily as the years with the same employer increase. For the most part, in both the U.S. and Canada, this is true up until the 16–20 years. After that salaries seem to level off.

It appears from Table 19 that respondents who have a history of job changes often earn higher salaries. This seems to be true up to seven employers. One must be cautious in drawing inferences from Table 19 because the table does not consider years of experience along with number of employers.

Minority Groups

The 1973, 1976 and 1979 surveys included a question on race in order to determine the representation of minority groups among SLA members. The 1982 survey questionnaire included a similar question based on the minority group classifications designated by the U.S. Government. Table 20 lists respondents by minority group classification.

Age

The 1979 and 1982 salary survey data indicate that more than one-half the Association's membership is under 40 years of age. In the 1976 salary survey, the majority of the respondents were over 40 years old. The larger number of younger respondents in 1979 indicated that younger people are joining Special Libraries Association. It also indicated that more persons are entering a career in special librarianship directly from the universities. In 1982 the category 20–29 dropped by four percentage points, while the category 20–29 increased by eight. It may be that fewer people are entering special librarianship, but those in the profession are remaining in the field.

The distribution by age is given in Table 21a. Tables 21b and 21c are a tabulation of salary as a function of age. As would be expected, compensation increases with age.

Unemployment

The survey included questions to attempt to define the number of respondents unemployed and the period of unemployment during the 12-month period from Apr 1, 1981 to Mar 31, 1982. The unemployment status of respondents on the survey date (Apr 1, 1982) is in Table 22.

In the 1982 survey for the United States, 205 members reported that they were unemployed for a period during Apr 1, 1981–Mar 31, 1982. This represents 15% of the 3,019 valid responses to this question. This is more than the 9% of the respondents to the 1979 survey who reported unemployment during the 12-month period preceding the 1979 survey date.

For the respondents who reported that they had been unemployed in the 12-month period preceding Apr 1, 1982, the average period of unemployment was 4 months.

A new feature of the 1982 survey is the breakdown by job title. Table 23 provides salary information for United States and Canadian respondents by titles commonly used in organizations. This breakdown may help in determining comparable salaries with other divisions within an organization. Table 23d refines the information on job titles by breaking it down into census regions in the United States. Managers in the Pacific region earn the highest salaries. Respondents with the title Assistant or Section Head from the East South Central region earn the highest salaries for that category. In Canada, found in table 23c, Managers from Victoria-Vancouver earn the highest salaries. Data also was collected on respondents assessment of whether or not their responsibilities were greater than, equal to, or less than the responsibilities included in the description accompa-

nying job titles. Unfortunately, the data was unclear and thus not included in this survey. Further study of this question is necessary before including it in another salary survey.

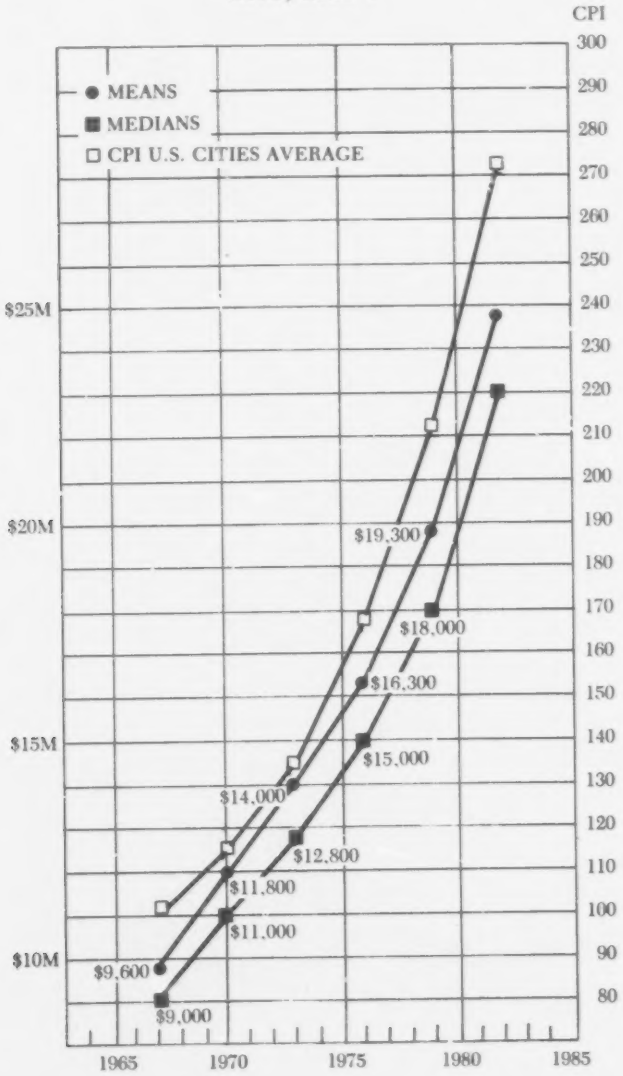
Table 24a and 24b provide a breakdown for men and women by job title. In almost every category men's salaries are higher than those reported by women.

Table 25a and b list the budget ranges for libraries and information centers in Canada and the United States with salary ranges.

Table 26a and b lists a further refinement of the budget figures by matching them with organizational entity.

Table 27 includes budget ranges by type of industry as well as salary. Many categories are missing since some categories had less than six respondents.

Figure 1. Annual Salaries: 1967, 1970, 1973, 1976, 1979, 1980*.



*U.S. data only.

Figure 2. Geographic Distributions of Respondents in Census Regions.

Table 1a. Basic Annual Salaries: 1967, 1970, 1973, 1976, 1979, & 1982

Survey	Average Lowest 10%	~~25%~~	Median 50%	75%	Average Highest 10%	Number	Average Mean
1967	•	•	$ 9,000	•	•	3,867	$ 9,600
1970	•	•	11,000	•	•	3,594	11,800
1973	•	•	12,800	•	•	3,893	14,000
1976	$ 9,300	$12,400	15,000	$18,800	$28,500	4,233	16,300
1979	11,100	14,800	18,000	22,400	33,500	4,997	19,300
1982[1]	13,506	18,966	23,000	28,000	42,142	3,019	24,340
1982[2]	16,887	23,000	27,000	32,000	44,070	236	28,113

[1]*United States data*
[2]*Canadian data*
•*Not calculated*

Table 1b. CPI and Mean Salaries

1967	$ 9,600	99.1
1970	11,800	115.2
1973	14,000	130.7
1976	16,300	168.3
1979	19,300	211.5
1981•	24,340	283.1
Change 1967–1979	101.0%	113.4%
Change 1967–1982	153.5%	185.7%

•*CPI for U.S. cities average*
•*U.S. data only*

Table 2a. Salary Distribution by Sex in Canada

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Female	$16,713	$23,000	$27,000	$31,000	$42,189	207	$27,601
Male	18,100	22,894	30,000	34,500	52,833	27	31,123
No response	40,000	40,000	40,000	41,000	41,000	2	40,500

Table 2b. Salary Distribution by Sex in United States

Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Female	$13,400	$18,700	$22,500	$27,000	$39,051	2,508	$23,542
Male	14,081	20,500	26,000	33,000	51,543	498	28,286
No response	15,250	19,000	27,500	31,600	39,000	13	27,090

Table 3a. Change in Earnings by Sex in Canada*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	27,000	84
Males	1976	18,100	—
	1979	19,000	5
	1982	30,000	65

Table 3b. Change in Earnings by Sex in United States*

Sex	Survey	Median	Increase Over 1976 (%)
Females	1976	$14,700	—
	1979	17,400	18
	1982	22,500	53
Males	1976	18,100	—
	1979	19,000	5
	1982	26,000	43

**1976 and 1979 data reflect combined figures for U.S. and Canada.*

Table 4. Salary Distribution by Census Region in Rank Order of 1982 Median Salaries

Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Canada*	$16,887	$23,000	$27,000	$32,000	$44,070	236	$28,113
South Atlantic	13,694	19,000	24,000	30,129	46,621	492	25,584
Pacific	14,732	20,100	24,000	29,000	40,007	488	25,035
East South Central	13,999	19,800	24,000	28,440	42,232	56	24,911
Middle Atlantic	13,755	19,000	23,889	29,366	43,491	708	23,058
East North Central	13,776	18,540	22,154	27,000	40,283	524	23,688
West North Central	12,249	18,100	22,000	25,992	35,894	167	22,369
New England	12,639	18,112	21,900	26,200	39,807	226	23,064
West South Central	13,983	18,283	21,200	26,076	43,595	210	23,432
Mountain	15,223	18,600	20,700	24,900	34,854	125	22,128

**Salaries in 1982 reported in Canadian dollars. The exchange rate on Apr. 1, 1982, was approximately Canadian $1.2289—United States $1.00.*

Table 5. Historical Data on Median Salaries by Census Region in Rank Order of 1982 Data

Census Region	1970	1973	1976	1979	1982	Increase 1979–1982 ($)	Increase 1979–1982 (%)
Canada*	$ 9,300	$11,500	$15,800	$20,000	$27,000	$7,000	35
South Atlantic	12,500	14,500	16,800	19,400	24,000	4,600	24
Pacific	11,200	12,500	15,200	18,000	24,000	6,000	33
East South Central	11,700	13,500	14,800	17,700	24,000	6,300	35
Middle Atlantic	11,100	13,500	15,500	18,400	23,889	5,500	30
East North Central	11,000	12,500	14,400	17,500	22,154	4,700	26
West North Central	10,300	11,500	13,600	16,800	22,000	5,200	31
New England	10,800	12,500	14,800	17,300	21,900	4,600	26
West South Central	10,000	11,500	13,800	16,000	21,200	5,200	32
Mountain	10,600	12,500	14,000	16,300	20,700	4,400	27

**Salaries in 1982 reported in Canadian dollars. The exchange rate on Apr. 1, 1982, was approximately Canadian $1.2289—United States $1.00.*

Table 6a. Historical Data on Median Salaries for Standard Metropolitan Statistical Areas in Rank Order of 1982 Data for Canada

SMSA	1970	1973	1976	1979	1982	Increase 1979–1982 ($)	Increase 1979–1982 %
Ottawa	$9,800	$14,500	$17,500	$22,500	$31,000	8,500	38
Victoria-Vancouver	ND	ND	18,500	22,000	31,000	9,000	41
Montreal	8,900	10,500	15,900	20,400	28,000	7,600	37
Toronto	8,900	10,500	14,800	18,700	25,000	6,300	34

Table 6b. Historical Data on Median Salaries for Standard Metropolitan Statistical Areas in Rank Order of 1982 Data for United States

SMSA	1970	1973	1976	1979	1982	Increase 1979–1982 ($)	Increase 1979–1982 %
Washington D.C.-Md.-Va.	$14,000	$17,500	$19,000	$21,200	$26,000	5,400	25
Buffalo; Rochester	11,000	12,500	14,300	18,000	25,120	7,120	40
Newark, N.J. (Essex, Morris Union); Jersey City; Patterson-Clifton-Passaic; Middlesex; Somerset	11,100	14,500	16,000	20,000	25,000	5,000	25
Richmond, Va.	10,200	12,500	13,400	15,600	24,750	9,150	59
Huntsville-Birmingham†	ND	ND	13,000	16,000	24,669	8,669	54
San Francisco-Oakland San Jose; Stockton; Vallejo-Napa; Sacramento	11,300	12,500	15,700	18,200	24,600	6,400	35
Indianapolis; Lafayette-West Lafayette; Anderson-Muncie	ND	ND	14,600	16,900	24,300	7,400	44
Peoria; Bloomington-Normal; Champaign-Urbana†	ND	ND	15,000	20,300	24,100	3,800	19
Los Angeles-Long Beach; Santa Barbara; Oxnard-Ventura	11,400	12,500	15,300	18,000	24,000	6,000	33
New York City; Nassau-Suffolk; Westchester-Rockland	11,200	13,500	15,700	18,100	24,000	5,900	33
Knoxville-Nashville†	ND	ND	15,000	18,000	24,000	6,000	33
San Diego	12,000	12,500	15,000	18,100	23,504	5,404	30
Cleveland; Akron; Canton; Youngstown-Warren	11,100	11,500	13,500	16,600	23,500	6,900	42
Minneapolis-St. Paul	10,700	12,500	14,400	17,500	23,130	5,630	32
Houston; Galveston-Texas City; Beaumont-Port Arthur	10,000	11,500	14,200	16,500	23,000	6,500	39
Detroit; Flint; Kalamazoo; Jackson; Ann Arbor	11,400	12,500	15,500	18,300	22,930	4,630	25
St. Louis, Mo.-Ill.	10,600	12,500	12,900	18,900	22,880	3,980	21
Philadelphia, Pa.-N.J.; Trenton; Reading; Lancaster	10,800	12,500	15,700	18,000	22,880	4,880	27
Seattle-Everett; Tacoma	9,400	10,500	14,000	16,000	22,800	6,800	43
Albany-Schenectady-Troy	11,400	12,500	14,400	17,700	22,800	4,050	23
Chicago; Gary-Hammond-East Chicago	10,600	12,500	14,700	17,500	22,100	4,600	26
New Haven; Bridgeport; Norwalk; Stanford	10,700	ND	15,000	18,200	22,000	3,800	21
Hartford; Springfield-Chicopee-Holyoke	12,000	14,500	14,700	16,000	22,000	6,000	38
Pittsburgh; Johnstown; Altoona	9,900	12,500	14,600	17,400	22,000	4,600	26

Table 6b. *Continued*

SMSA	1970	1973	1976	1979	1982	Increase 1979–1982 ($)	Increase 1979–1982 %
Boston; Lowell; Brockton	$10,500	$12,500	$14,400	$16,900	$21,900	5,000	30
Portland; Salem; Eugene	11,800	ND	14,400	17,900	21,576	3,676	21
Dallas; Ft. Worth; Sherman-Denison	10,000	11,500	13,500	16,000	21,500	5,500	34
Denver; Colorado Springs; Pueblo	9,700	11,500	14,000	17,000	21,120	4,120	24
Albuquerque	12,700	ND	13,400	16,800	21,000	4,200	25
Atlanta	10,800	12,500	15,600	15,200	21,000	5,800	38
Baltimore, Md.-Wilmington, Del.- N.J.-Md.	11,100	13,500	17,900	17,500	21,000	3,500	20
Durham; Raleigh	11,000	12,500	13,400	17,100	20,904	3,804	22
Austin-San Antonio‡	ND	ND	ND	15,900	20,775	4,875	31
New Orleans	ND	ND	ND	13,500	20,460	6,960	51
Syracuse; Utica; Rome	11,300	ND	16,700	17,300	20,150	2,850	16
Cincinnati; Dayton	11,000	12,500	14,200	17,800	20,000	2,200	12
Milwaukee; Racine	11,700	10,500	13,500	16,700	20,000	3,300	20
Oklahoma City; Tulsa	ND	9,500	12,500	16,500	19,750	3,250	20
Tucson, Phoenix‡	ND	ND	ND	15,800	19,500	3,700	23
Honolulu-Kailua‡	ND	ND	ND	15,900	19,500	3,600	23
Kansas City; St. Joseph	9,300	10,500	13,100	16,300	17,000	700	4

Notes:
**ND signifies no data available for the particular year.*
†*New SMSA in 1976.*
‡*New SMSA in 1979.*

Table 7. Salary Distribution by Census Region

SMSA/Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
7a. New England							
Boston-Lowell-Brockton	$13,406	$18,225	$21,900	$28,000	$40,583	122	$23,514
Hartford-Springfield-Chicopee	8,210	17,200	22,000	25,200	51,179	23	23,508
New Haven-Bridgeport-Norwalk	14,043	18,000	22,000	25,000	33,500	25	22,520
No SMSA	12,175	18,000	21,446	24,000	35,450	56	22,143
New England—Total	12,639	18,112	21,900	26,200	39,807	226	23,064

Table 7. *Continued*

SMSA/Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
7b. Middle Atlantic							
NYC-L.I.-Westchester-Rockland	$14,441	$19,000	$24,000	$29,467	$44,147	364	$25,431
Newark-Jersey City	15,328	20,000	25,000	30,600	49,680	87	27,044
Phila.-Trenton	11,892	18,700	22,880	28,500	38,866	116	23,721
Albany-Schenec'dy-Troy	13,747	18,000	22,800	29,500	36,492	25	24,220
Syracuse-Utica-Rome	13,750	17,000	20,150	25,318	42,802	16	23,140
Buffalo-Rochester	14,567	19,764	25,120	30,325	42,567	27	25,700
Pittsburgh-Johnstown, Altoona	11,555	17,500	22,000	27,600	43,128	54	23,519
No SMSA	13,240	18,000	24,500	27,132	31,036	19	23,168
Middle Atlantic—Total	13,755	19,000	23,889	29,366	43,491	708	25,058
7c. South Atlantic							
Baltimore-Wilmington	14,001	17,500	21,000	27,564	42,121	45	24,007
Washington, D.C.-Md.-Va.	15,083	20,800	26,600	33,586	50,062	235	28,515
Richmond, Va.	14,800	19,851	24,750	29,500	47,000	13	25,847
Durham; Raleigh	13,671	18,400	20,904	24,600	39,185	43	22,658
Atlanta	14,900	17,820	21,000	25,000	42,320	39	22,960
No SMSA	12,327	16,740	21,000	26,000	29,080	117	22,222
South Atlantic—Total	13,694	19,000	24,000	30,129	46,621	492	25,584
7d. East South Central							
Knoxville-Nashville	14,840	20,008	24,000	27,496	38,600	23	24,491
Huntsville-Birmingham	15,300	20,000	24,669	28,440	42,120	7	26,218
No SMSA	13,173	18,200	23,500	28,500	44,691	26	24,931
East South Central—Total	13,999	19,800	24,000	28,440	42,232	56	24,911
7e. East North Central							
Chicago-Gary-Hammond	14,578	19,100	22,100	26,000	38,742	187	23,554
Cincinnati-Dayton	12,809	17,200	20,000	28,217	37,203	56	22,490
Cleveland-Akron-Canton	14,382	19,400	23,500	28,000	41,533	47	24,666
Detroit-Flint-Kalamazoo	13,725	16,900	22,930	29,000	41,360	105	24,214
Milwaukee-Racine	13,267	16,500	20,000	22,920	27,547	32	20,064
Indianapolis-Muncie	15,800	20,000	24,300	32,820	43,533	34	26,145
Peoria-Bloomington	13,755	17,000	24,100	27,600	34,300	20	23,339
No SMSA	13,913	18,560	22,000	26,000	44,396	43	24,399
East North Central—Total	13,776	18,540	22,154	27,000	40,283	524	23,688

Table 7. *Continued*

SMSA/Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
7f. West North Central							
Kansas City-St. Joseph	$14,290	$15,825	$17,000	$21,180	$29,352	16	$19,874
Minneapolis-St. Paul	12,305	18,500	23,160	25,920	35,375	71	22,808
St. Louis	10,950	18,700	22,880	26,800	43,000	41	23,754
No SMSA	12,723	16,800	20,446	23,950	31,820	39	21,139
West North Central—Total	12,249	18,100	22,000	25,992	35,894	167	22,369
7g. West South Central							
Oklahoma City-Tulsa	10,903	13,800	19,750	25,620	47,794	29	22,073
New Orleans	16,500	17,700	20,460	22,880	26,400	11	20,987
Houston-Galveston	15,250	18,960	23,000	30,000	48,435	80	25,984
Dallas-Ft. Worth	13,940	17,500	21,500	26,000	36,019	45	22,551
Austin-San Antonio	14,750	18,444	20,775	24,000	31,942	26	21,606
No SMSA	8,160	18,000	20,000	21,000	36,638	19	20,760
West South Central—Total	12,983	18,283	21,200	26,076	43,595	210	23,432
7h. Mountain							
Albuquerque	15,062	16,000	21,000	25,000	34,800	18	22,091
Denver-Colorado Springs	15,914	19,500	21,120	25,000	37,043	68	23,203
Tucson-Phoenix	14,337	16,120	19,500	21,053	32,449	15	20,696
No SMSA	15,150	17,000	19,100	20,800	28,162	24	20,002
Mountain—Total	15,223	18,600	20,700	24,900	34,854	125	22,128
7i. Pacific							
Seattle-Tacoma	16,114	20,352	22,800	25,138	37,172	56	23,792
Portland-Salem-Eugene	14,400	18,000	21,576	28,000	39,850	14	23,366
S.F.-Oak-San Jose	14,584	20,500	24,660	29,568	38,615	235	25,317
L.A.-Santa Barbara	15,010	20,225	24,000	29,556	43,570	133	25,722
San Diego	14,488	19,600	23,504	28,000	39,776	23	24,245
Honolulu-Kailua	14,340	17,500	19,500	25,872	29,000	12	21,028
No SMSA	15,911	17,000	22,073	31,000	41,226	15	25,140
Pacific—Total	14,732	20,100	24,000	29,000	40,007	488	25,035
7j. Canada							
Montreal	15,526	22,894	28,000	31,500	44,390	54	27,929
Ottawa	22,250	27,000	31,000	34,500	52,000	19	32,741
Toronto	16,566	22,000	25,000	30,000	43,736	113	26,952
Victoria-Vancouver	19,250	26,040	31,000	36,000	46,424	15	31,659
Canada-Other	18,107	24,000	28,446	31,700	37,655	35	28,116
Canada—Total	16,887	23,000	27,000	32,000	44,070	236	28,113

Table 8a. Salary Distribution by Type of Institution Ranked in Order of Median Salary in Canada

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Not Otherwise Specif	$21,790	$30,000	$38,400	$40,000	$48,847	6	$36,506
Bank Finance Real Est	24,000	26,200	32,000	35,200	49,950	10	32,869
Federal Government	18,750	28,300	31,000	34,500	39,394	22	30,748
Trans Pub Util Comm	22,300	26,995	29,300	31,000	45,760	13	30,662
Petroleum Refining	24,799	27,120	29,000	36,864	53,340	8	34,740
Insurance	13,475	22,000	28,000	30,000	32,230	7	25,636
Other Government	20,167	24,958	27,924	30,000	42,000	27	28,486
Academic-Subj Dept	19,992	21,000	27,000	30,448	43,400	16	27,915
Academic-Genl Campus	13,250	23,500	26,500	36,245	44,000	11	29,354
Nonprofit Org Inst	16,000	21,000	26,400	33,966	42,000	23	27,260
Mining Agric For Fis	20,180	23,500	25,500	28,000	32,750	10	26,047
Chemicals Allied Pd	19,000	22,600	25,000	33,400	35,700	6	27,283
Pharmaceuticals	18,500	19,000	24,000	28,000	34,200	9	24,297
Legal Services	22,000	23,000	24,000	26,000	34,000	6	25,583
Newspaper Publicat	20,100	20,488	23,400	30,000	38,000	6	26,158
Accounting	18,500	21,000	23,000	25,000	27,000	8	23,188
Engineer Archit Serv	14,000	15,000	23,000	30,240	31,800	9	23,527

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

Table 8b. Salary Distribution by Type of Institution Ranked in Order of Median Salary in United States

Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Petroleum Refining	$19,553	$24,500	$20,000	$35,790	$56,194	72	$31,608
Aircraft Aerospace	15,455	22,000	28,000	36,000	43,159	38	28,702
Federal Government	17,262	23,566	27,496	33,897	50,676	252	29,669
Motor Vehicle Equip	16,450	21,600	27,000	32,266	45,250	23	28,103
Commercial Labs	20,000	25,800	26,600	28,000	51,200	7	30,757
No Response	19,568	20,000	26,400	33,000	42,650	15	28,044
Pharmaceuticals	18,625	21,000	26,160	32,820	43,850	79	27,891
Office Comp Acct Mac	13,827	22,944	26,000	29,500	44,000	31	26,705
Metals Metal Prod	12,567	22,000	25,440	29,000	39,332	31	25,863
Chemicals Allied Pd	15,409	20,280	25,000	30,000	42,785	131	26,085
Not Otherwise Specif	12,850	19,000	25,000	31,350	50,217	70	26,911
Textiles Wood Paper	12,000	17,820	24,500	26,000	35,000	13	24,143
Trans Pub Util Comm	14,322	20,000	24,000	27,600	36,432	78	24,228
Processed Foods	15,625	20,000	24,000	28,000	40,400	40	25,578
Rubber Plastics Cerm	17,450	21,000	24,000	27,000	34,740	20	24,795
Electrical Equip Sup	14,127	18,000	23,400	25,584	31,700	49	22,510
Mining Agric For Fis	15,300	20,150	23,000	26,520	36,863	41	23,992
Other Manufacturing	14,991	20,000	23,000	29,000	41,363	68	24,819
Legal Services	13,287	18,250	22,800	28,000	37,736	108	23,661
Public Library-Subj	10,998	19,900	22,500	26,716	34,922	51	23,113
Other Nonmanufact	13,763	18,700	22,500	25,500	33,158	75	22,496
Other Machines	13,000	17,300	22,000	22,300	31,980	9	21,928
Advertising Market	12,167	18,000	22,000	26,000	40,200	45	23,072
Bank Finance Real Est	12,993	18,000	22,000	25,000	38,080	97	23,247
Academic-Subj Dept	13,568	18,000	22,000	27,300	41,086	298	23,565
Public Library-Genl	9,540	17,900	21,606	26,929	40,575	38	22,931
Insurance	12,830	17,500	21,600	24,880	29,733	63	21,551
Other Government	14,547	18,473	21,576	25,735	46,192	131	23,958
Consulting Services	13,698	18,096	21,500	25,600	38,883	101	22,811
Nonprofit Org/Inst	13,062	18,000	21,290	26,000	36,610	392	22,640
Newspaper Publicat	12,014	16,956	21,268	27,000	42,445	87	22,963
Academic-Genl Campus	11,722	17,050	21,000	25,000	42,651	200	22,830
Engineer Archit Serv	13,842	18,100	20,700	24,500	32,874	116	21,628
Multiple Responses	11,690	18,500	20,532	27,000	36,599	55	22,639
Hosp Medical Services	14,175	16,700	20,000	23,500	29,000	38	20,473
Accounting	12,408	16,400	18,600	23,500	31,550	47	20,478
Info Brokers	11,000	13,520	17,000	20,000	23,000	8	17,718

See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.

Table 9a. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for Canada

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Admin Responsibility	$23,221	$28,000	$31,000	$36,000	$49,172	87	$32,885
Multiple Responses	21,859	23,600	27,000	29,300	32,000	7	27,251
Info Specialist	17,900	21,790	24,000	30,300	38,400	10	26,635
Genl Responsibility	15,923	21,000	24,000	28,000	34,096	104	24,620
Reader Service/Ref	21,000	22,894	23,500	25,200	34,500	10	24,671
Acquisitions/Catalog	13,250	13,475	19,499	22,300	28,200	8	20,178

Table 9b. Salary Distribution by Primary Responsibility in Rank Order of Median Salary for United States

Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Library Sch. Faculty	$19,500	$23,500	$30,000	$36,000	$49,000	24	$31,619
Admin Responsibility	17,589	23,950	28,380	34,500	48,824	932	29,853
Not Employed in Libr	11,799	18,900	27,500	35,000	55,787	51	28,835
Systems Specialist	15,050	19,768	25,880	34,080	57,500	22	28,467
No Response	13,675	18,200	25,000	27,500	39,260	20	24,418
Multiple Responses	15,296	19,750	24,000	26,500	33,955	39	23,977
Editor or Writer	14,400	16,800	23,500	30,000	78,000	8	30,147
Info Specialist	15,486	19,700	23,000	25,924	33,983	238	23,339
Bibliographer	15,170	18,096	22,200	26,803	31,966	51	22,611
Acquisitions/Catalog	11,716	16,800	21,000	25,120	33,648	143	21,305
Abstractor/Indexer	14,703	18,000	20,850	25,800	30,290	26	21,922
Reader Service/Ref	12,119	17,040	20,350	24,000	33,651	254	21,053
Other	8,564	17,000	20,208	24,600	38,357	54	21,288
Genl Responsibility	12,739	17,400	20,126	24,000	31,480	1,128	21,003
Self-Employed	10,000	18,000	20,000	22,000	46,000	7	24,486
Documents or Reports	13,350	18,000	19,776	23,566	30,358	22	20,648

Table 9c. Salary Distribution by Primary Responsibility by Census Region in Rank Order of Median Salary in United States

Primary Responsibility	Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Genl Responsibility	Pacific	$14,234	$18,508	$21,576	$25,138	$32,639	200	$22,328
	Middle Atlantic	12,900	17,000	20,500	24,000	30,502	225	20,786
	East North Central	12,841	17,200	20,000	24,000	32,287	203	20,997
	South Atlantic	12,173	17,300	20,000	25,000	33,742	157	21,421
	Mountain	14,871	17,300	20,000	23,000	28,542	72	20,372
	West North Central	10,169	16,200	20,000	23,280	27,765	69	19,874
	West South Central	13,401	17,500	19,830	23,400	32,170	89	20,918
	New England	12,657	16,000	19,750	22,500	28,442	96	19,715
	East South Central	10,920	14,796	16,562	20,000	29,940	12	19,321
Admin Responsibility	Middle Atlantic	18,603	24,200	29,500	35,000	47,427	241	30,362
	Pacific	19,168	25,000	29,500	34,000	45,950	142	30,313
	South Atlantic	16,615	23,000	29,187	35,800	52,465	173	30,652
	East North Central	17,981	23,900	27,900	33,300	45,501	159	29,162
	New England	18,262	23,566	27,482	33,500	50,174	63	29,565
	West South Central	18,249	22,500	26,800	35,826	54,450	59	30,437
	West North Central	15,754	22,000	25,992	30,800	44,520	50	27,223
	East South Central	20,834	24,000	25,982	35,800	48,750	22	29,522
	Mountain	18,960	20,755	25,000	31,000	44,500	16	27,470
Abstractor/Indexer	East North Central	17,500	17,888	19,800	22,400	26,000	6	20,740
	South Atlantic	14,310	18,000	19,289	20,800	31,071	6	20,578
Acquisitions/Catalog	Pacific	14,610	20,375	24,660	27,456	37,539	24	24,805
	South Atlantic	12,875	16,800	24,500	28,245	34,838	23	23,418
	New England	5,400	14,222	19,875	22,000	27,496	11	18,614
	West North Central	11,180	14,726	19,500	25,000	27,000	13	20,434
	West South Central	13,104	15,000	19,240	24,000	26,000	6	19,732
	Middle Atlantic	10,897	16,000	19,000	23,000	38,016	32	20,833
	East North Central	12,100	16,675	19,000	21,920	25,692	30	19,358
Bibliographer	East South Central	18,000	22,500	23,500	28,440	28,500	6	24,870
	Middle Atlantic	14,850	19,000	23,000	26,300	29,900	15	22,672
	Pacific	16,300	20,167	22,300	22,381	35,000	7	24,333
Editor or Writer	Middle Atlantic	18,473	23,500	27,000	33,000	78,000	6	34,996

Table 8c. Salary Distribution by Type of Institution by Census Region in Order of Median Salary in United States

Type of Institution*	Census Region†	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Other Government	Middle Atlantic	$12,324	$18,473	$25,735	$31,200	$51,274	21	$27,833
	Pacific	18,006	21,000	25,488	29,000	45,892	23	26,956
	East North Central	16,872	18,900	22,000	25,000	29,763	25	22,328
	New England	15,000	17,350	20,000	20,000	60,000	7	24,764
	West North Central	14,726	18,700	19,500	20,446	30,000	10	20,241
	Mountain	16,000	17,900	19,042	19,600	24,900	7	19,896
	South Atlantic	14,125	16,520	18,720	24,600	58,500	24	23,314
	West South Central	16,347	16,525	18,444	21,135	25,650	7	20,014
Federal Government	South Atlantic	19,729	25,924	31,070	39,186	53,615	126	33,328
	East South Central	21,650	24,352	27,496	31,000	49,810	16	30,182
	New England	15,000	22,073	27,496	31,000	40,546	12	27,793
	East North Central	20,126	22,873	27,496	29,000	47,700	9	29,037
	Pacific	15,907	21,400	25,188	27,900	36,354	29	25,070
	Middle Atlantic	17,500	19,477	24,352	32,955	42,811	17	27,008
	West South Central	15,300	21,500	22,164	28,245	35,826	10	24,553
	West North Central	14,500	15,922	21,424	25,000	32,013	7	22,493
	Mountain	15,961	19,500	20,775	25,300	32,999	20	23,076
Public Library—Subj	West North Central	14,316	19,500	23,500	25,000	29,614	6	22,600
	Middle Atlantic	1,400	19,900	22,072	25,120	39,300	14	22,427
	New England	14,129	19,700	21,870	28,000	29,530	6	22,955
	East North Central	9,500	20,904	21,204	26,716	43,485	14	23,828
Public Library—Genl	East North Central	12,910	18,290	22,350	25,000	35,100	7	22,567
	Pacific	1,650	17,600	20,160	27,000	51,200	12	23,479
Academic—Subj Dept	Pacific	14,782	19,777	26,712	31,980	45,771	61	26,959
	New England	15,186	18,000	23,000	28,375	38,866	25	24,273
	Middle Atlantic	13,387	18,000	22,200	26,000	37,061	61	23,098
	South Atlantic	14,039	18,145	22,162	26,000	34,683	43	22,632
	East South Central	14,100	14,500	21,660	22,778	35,800	8	21,980
	Mountain	14,173	15,500	21,500	25,000	54,000	9	24,189
	West South Central	13,825	18,834	21,000	26,400	53,600	15	26,353
	West North Central	11,180	17,496	20,500	21,700	26,000	13	19,990
	East North Central	14,263	16,300	20,000	24,600	36,478	60	21,630

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

†Census regions with a response rate of 5 or less have been dropped from the table.

Table 8c. *Continued*

Type of Institution	Census Region*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Academic—Genl Campus	New England	$ 5,400	$18,900	$24,000	$33,500	$69,000	14	$26,280
	Pacific	16,500	20,376	23,736	31,000	43,905	22	26,457
	East North Central	15,300	18,050	22,920	27,040	43,892	37	24,579
	Middle Atlantic	12,886	16,000	22,000	27,886	43,170	37	23,527
	West North Central	12,850	15,000	21,600	23,950	40,500	11	22,362
	South Atlantic	14,275	15,900	20,000	21,711	35,498	37	20,749
	Mountain	15,850	18,853	19,500	21,053	25,908	15	20,418
	West South Central	7,310	14,650	19,200	22,954	25,310	19	18,719
Nonprofit Org/Inst	Middle Atlantic	13,344	17,500	23,000	26,176	36,953	105	23,309
	Pacific	13,295	17,600	22,000	27,456	38,307	47	23,628
	Mountain	15,090	16,500	21,120	27,000	34,800	15	22,964
	South Atlantic	12,972	18,300	21,000	26,600	37,895	85	23,418
	East South Central	15,300	19,800	21,000	24,900	29,940	11	22,197
	East North Central	13,986	17,888	20,800	24,336	33,352	73	21,704
	New England	14,225	18,112	20,000	23,397	37,910	21	21,674
	West North Central	11,667	15,120	18,945	23,500	31,072	25	20,001
	West South Central	8,760	15,000	18,720	26,076	30,680	10	19,830
Mining Agric For Fis	West South Central	19,240	21,000	23,000	25,000	48,000	12	24,911
	Pacific	19,800	21,000	21,576	26,520	32,650	10	24,153
	Mountain	15,000	15,600	18,600	27,072	35,000	10	21,607
Trans Pub Util Comm	West North Central	12,272	21,520	26,800	27,300	31,300	7	24,256
	Pacific	11,580	25,000	26,000	27,500	30,000	12	25,327
	East North Central	15,500	19,750	25,000	28,220	35,460	13	24,985
	Middle Atlantic	17,850	20,200	23,200	28,500	47,850	20	26,481
	South Atlantic	16,500	21,160	22,556	26,000	34,100	10	23,601
	West South Central	13,800	16,200	18,840	19,750	22,800	7	18,484
Bank Finance Real Est	Middle Atlantic	14,300	17,836	23,000	30,000	39,100	45	24,300
	Pacific	8,535	19,800	22,700	24,000	33,950	24	22,234
	East North Central	14,350	18,500	21,920	25,000	37,200	15	23,805
Accounting	Middle Atlantic	13,950	18,495	23,400	28,200	34,875	19	23,531
	East North Central	14,800	15,250	17,700	19,680	28,800	12	18,511
Hosp Medical Services	East North Central	14,500	19,500	22,200	23,500	31,000	11	22,126
	Middle Atlantic	15,000	17,500	21,000	24,000	30,000	10	21,154

**Census regions with a response rate of 5 or less have been dropped from the table.*

Table 8c. *Continued*

Type of Institution	Census Region*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Engineer Archit Serv	Pacific	$16,936	$18,508	$21,500	$26,749	$31,667	32	$22,860
	Middle Atlantic	13,360	18,000	21,500	26,000	35,170	15	23,012
	East North Central	14,000	18,450	21,200	24,000	45,000	10	23,277
	West South Central	12,900	18,000	20,700	22,680	32,700	23	20,991
	South Atlantic	14,000	18,500	20,000	23,000	28,500	13	21,172
	New England	12,875	15,340	19,000	21,000	28,100	16	19,499
Insurance	New England	14,450	17,000	22,500	25,500	29,274	17	21,994
	Middle Atlantic	14,500	17,500	22,000	27,000	29,600	21	22,426
	East North Central	16,000	19,360	20,900	25,750	31,000	10	22,531
	West North Central	11,500	12,230	18,100	23,100	24,880	8	18,630
Advertising Market	Middle Atlantic	14,750	18,000	20,500	25,300	34,750	21	22,049
	East North Central	15,387	21,000	25,000	28,000	46,000	14	25,956
Legal Services	Middle Atlantic	13,167	18,000	24,000	29,822	37,667	31	24,694
	Pacific	16,307	19,200	24,000	26,460	33,433	29	23,949
	East North Central	8,380	18,750	21,000	24,000	45,750	22	22,963
	South Atlantic	12,000	16,500	20,000	28,000	37,500	12	22,188
	West South Central	16,500	17,400	18,600	30,300	31,200	6	23,433
Consulting Services	Middle Atlantic	14,030	17,000	24,800	30,000	57,500	20	26,953
	Pacific	15,610	20,000	23,400	24,000	32,300	15	23,505
	South Atlantic	15,120	18,550	22,000	25,600	35,000	19	23,057
	East North Central	14,250	17,000	20,500	22,500	30,250	20	20,702
	New England	12,000	17,000	20,100	23,000	35,050	21	20,967
Other Nonmanufact	Middle Atlantic	15,000	20,000	22,800	34,000	42,000	14	25,966
	Pacific	16,150	18,700	21,000	26,000	29,752	18	22,649
	East North Central	7,000	13,000	20,521	24,000	26,000	8	19,315
	West South Central	15,050	17,500	20,000	23,000	27,864	15	21,086
	South Atlantic	13,000	16,800	18,460	23,000	30,160	8	20,419
Newspaper Publicat	Pacific	12,000	16,068	23,000	29,968	32,760	10	22,907
	East North Central	15,300	18,200	22,154	25,880	39,500	19	23,871
	Middle Atlantic	14,000	16,900	21,268	28,000	61,330	19	26,294
	South Atlantic	7,600	15,600	20,000	23,000	29,480	19	19,767

**Census regions with a response rate of 5 or less have been dropped from the table.*

Table 8c. *Continued*

Type of Institution	Census Region*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Chemicals Allied Pd	South Atlantic	$19,289	$20,280	$26,000	$27,564	$27,780	6	$24,732
	West North Central	17,413	22,200	25,920	29,700	48,000	16	27,712
	Middle Atlantic	14,425	20,800	25,000	32,000	46,863	44	27,207
	Pacific	17,632	20,500	24,720	31,000	31,800	13	25,324
	East North Central	14,851	19,864	24,000	28,000	37,880	27	24,803
	New England	15,600	20,000	24,000	26,300	37,200	12	25,063
	West South Central	17,500	18,960	22,000	31,000	35,000	9	25,398
Processed Foods	Middle Atlantic	14,500	22,800	26,800	31,200	40,000	10	27,070
	South Atlantic	17,500	24,000	26,000	34,855	45,000	6	28,919
	West North Central	22,000	22,020	23,160	27,000	39,000	6	26,613
	East North Central	12,500	18,000	23,000	29,600	37,600	9	24,490
Pharmaceuticals	East North Central	18,300	23,900	28,000	33,300	48,150	22	30,181
	Middle Atlantic	19,067	20,400	27,500	33,000	44,833	33	28,403
	Pacific	18,500	20,100	27,000	31,000	39,000	13	26,629
Petroleum Refining	East North Central	24,000	24,500	35,790	37,500	42,624	7	33,345
	West South Central	20,033	26,000	30,000	40,000	57,167	27	34,068
	Pacific	22,470	26,000	29,800	35,000	52,000	11	32,352
	Middle Atlantic	20,950	25,000	27,072	32,000	61,250	20	30,873
Rubber Plastics Cerm	East North Central	20,000	21,000	24,000	28,000	36,480	9	25,856
	Middle Atlantic	17,400	18,700	23,999	24,000	25,900	6	22,333
Metals Metal Prod	East North Central	12,000	25,440	26,000	28,500	37,000	6	25,940
	Middle Atlantic	18,876	22,000	25,000	32,000	38,640	8	27,440
Office Comp Acct Mac	Pacific	16,000	24,000	28,000	29,500	50,000	12	29,532
	Middle Atlantic	12,480	17,500	26,000	31,400	37,380	6	25,127
	New England	20,000	23,400	23,566	31,000	42,000	6	28,328
Electrical Equip Sup	Pacific	16,000	18,000	25,000	28,000	33,000	13	23,722
	Middle Atlantic	18,200	20,000	23,400	28,500	37,000	12	25,090
	East North Central	13,936	14,300	18,000	20,000	28,217	8	19,082
Motor Vehicle Equip	East North Central	17,200	25,000	30,000	35,000	45,250	16	30,405
Aircraft Aerospace	Pacific	14,160	17,940	28,000	34,000	43,750	19	28,589
Not Otherwise Specif	Pacific	18,608	20,000	25,200	28,000	42,500	7	26,330
	South Atlantic	16,706	21,132	25,000	34,200	42,258	16	27,742
	Middle Atlantic	9,000	17,000	22,700	27,000	61,000	23	25,631

**Census regions with a response rate of 5 or less have been dropped from the table.*

Table 8c. *Continued*

Type of Institution	Census Region*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Other Manufacturing	New England	$20,000	$21,000	$23,100	$26,800	$29,000	7	$24,529
	Pacific	12,700	18,500	23,000	24,000	28,600	8	22,401
	Middle Atlantic	18,600	21,600	22,000	30,000	42,000	18	26,705
	South Atlantic	15,834	17,900	22,000	29,500	47,000	12	24,887
	East North Central	12,900	16,800	20,000	25,800	42,500	13	22,470

**Census regions with a response rate of 5 or less have been dropped from the table.*

Table 10a. Salary Distribution by Organizational Entity in Canada

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Library	$16,907	$22,600	$27,000	$31,000	$41,950	167	$27,488
Information Center	18,375	23,000	26,040	29,800	43,610	40	27,792
Other	18,333	25,500	31,700	40,000	47,866	27	32,778

Table 10b. Salary Distribution by Organizational Entity in United States

Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Library	$13,340	$18,564	$22,500	$27,500	$40,565	2,161	$23,801
Information Center	15,417	20,800	24,340	29,500	43,391	471	25,932
Other	12,881	18,900	23,323	30,000	48,418	351	25,498
Multiple Responses	13,365	20,000	22,880	25,140	32,000	17	22,632
No Response	14,200	17,200	26,000	31,200	44,240	19	26,234

Table 12a. Salary Distribution by Number of Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$12,989	$19,000	$22,000	$26,995	$43,412	38	$23,713
One	18,054	22,000	23,702	26,200	35,020	49	24,553
Two	18,058	23,000	26,600	30,300	34,673	45	26,768
Three	16,750	24,000	27,000	31,500	41,162	23	28,063
Four	20,250	26,700	29,000	32,489	39,593	22	29,146
Five	20,100	28,446	30,000	35,200	40,000	10	31,329
Six	26,000	26,676	30,000	34,440	45,000	7	33,445
Seven	20,500	22,500	30,000	33,267	44,000	8	30,139
Ten	29,000	29,232	32,230	36,245	41,000	7	33,755
11–15	26,500	30,000	33,400	41,000	53,340	9	37,143
More than 20	29,250	35,500	38,463	45,760	60,000	9	42,747

Table 12b. Salary Distribution by Number of Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$11,719	$17,000	$20,000	$24,352	$37,226	755	$21,414
One	13,588	18,000	21,000	24,600	31,771	596	21,541
Two	13,781	18,900	22,260	26,000	35,698	443	23,013
Three	14,375	19,000	23,000	26,400	35,101	271	23,337
Four	14,442	20,532	24,000	28,600	40,199	199	25,305
Five	16,582	21,580	26,000	30,714	39,128	144	26,678
Six	15,701	22,464	26,000	33,300	42,157	98	27,621
Seven	15,868	21,606	26,000	30,000	43,628	84	27,152
Eight	18,833	22,700	26,280	30,756	47,822	56	28,200
Nine	18,223	24,352	30,000	33,050	45,165	56	29,489
Ten	15,890	24,000	29,000	35,000	46,918	38	29,750
11–15	16,344	25,000	30,056	36,100	45,680	115	30,590
16–20	18,454	28,000	32,500	39,621	52,052	61	34,304
More than 20	23,559	31,200	39,500	47,000	61,812	103	40,006

Table 12c. Salary Distribution by Number of Professional Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$16,190	$22,000	$24,799	$28,500	$38,385	154	$25,488
One	16,163	26,040	28,300	32,750	40,175	30	28,875
Two	20,500	27,000	32,000	35,200	43,098	17	31,868
Three	29,000	30,300	33,286	37,185	44,000	12	35,011
Four	26,500	31,000	33,400	38,000	41,000	9	34,012

Table 9c. *Continued*

Primary Responsibility	Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Info Specialist	Pacific	$15,550	$21,000	$24,000	$27,100	$36,972	42	$24,677
	West North Central	17,500	19,000	23,669	24,880	28,000	8	22,681
	Middle Atlantic	15,225	19,500	23,500	26,000	32,234	70	23,300
	South Atlantic	17,098	20,126	23,500	25,924	37,174	30	24,532
	Mountain	14,700	17,000	22,500	24,352	36,200	8	23,162
	West South Central	15,700	18,960	22,000	23,400	25,810	16	21,443
	New England	16,100	19,500	21,000	25,200	31,500	21	22,613
	East North Central	15,740	18,500	20,650	25,776	34,066	39	22,539
Reader Service Ref	Pacific	11,150	18,564	22,000	24,000	29,956	37	21,592
	East South Central	17,000	18,200	21,000	24,669	34,000	10	23,022
	Mountain	16,000	18,853	20,500	25,000	28,600	14	21,517
	East North Central	12,778	16,900	20,293	22,000	29,904	39	20,097
	Middle Atlantic	11,499	16,940	20,000	24,830	33,325	58	21,125
	South Atlantic	13,120	16,166	20,000	25,000	42,893	54	22,499
	New England	15,650	18,000	19,700	22,073	24,500	14	20,370
	West South Central	13,250	14,000	18,000	20,000	22,954	12	17,798
	West North Central	12,850	15,000	16,000	24,960	26,700	14	18,773
Library Sch. Faculty	Middle Atlantic	23,500	25,600	33,584	36,000	43,000	9	32,462
Other	South Atlantic	12,000	18,300	24,600	29,000	47,627	10	25,204
	Pacific	16,500	17,284	20,208	22,274	30,360	7	22,261
	East North Central	13,000	17,200	19,000	22,000	29,000	11	20,449
	Middle Atlantic	6,000	14,000	18,000	19,000	40,000	12	18,983
Not Employed in Libr	South Atlantic	14,000	24,000	31,000	35,000	54,465	12	32,273
	Middle Atlantic	17,100	19,000	28,135	39,050	65,000	11	34,021
	New England	3,000	18,225	22,000	35,000	42,357	6	25,097
	East North Central	13,520	15,000	17,500	22,500	24,000	7	18,707

Table 11a. Salary Distribution by Primary Responsibility Within Type of Institution in Canada

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Genl Responsibility	$19,800	$19,800	$26,300	$31,177	$35,000	5	$26,655
	Admin Responsibility	27,772	30,000	31,000	36,148	40,324	14	32,784
Other Government	Genl Responsibility	17,500	25,000	25,836	29,285	32,000	10	25,936
	Admin Responsibility	23,000	26,676	29,232	32,489	56,500	14	30,973
Academic—Subj Dept	Genl Responsibility	20,484	22,000	23,000	30,448	31,000	6	25,106
	Admin Responsibility	20,500	20,500	28,500	29,800	35,500	9	28,260
Academic—Genl Campus	Admin Responsibility	26,500	29,250	36,245	41,000	44,000	6	35,708
Nonprofit Org/Inst	Genl Responsibility	16,000	16,000	19,570	22,000	26,400	8	20,246
	Admin Responsibility	22,500	28,000	34,200	36,000	44,000	11	33,882
Mining Agric For Fis	Genl Responsibility	20,180	22,000	24,000	26,000	28,000	8	24,590
Trans Pub Util Comm	Genl Responsibility	23,400	23,400	27,900	29,500	30,550	5	27,669
	Admin Responsibility	28,895	28,895	31,000	45,000	45,760	5	36,331
Bank Finance Real Est	Admin Responsibility	32,000	32,000	35,200	38,100	49,950	5	37,938
Engineer Archit Serv	Genl Responsibility	14,000	15,000	20,800	30,240	31,500	6	22,423
Legal Services	Genl Responsibility	22,000	23,000	24,000	26,000	34,000	6	25,583
Chemicals Allied Pd	Genl Responsibility	19,000	22,600	25,000	33,400	35,700	6	27,283
Pharmaceuticals	Genl Responsibility	18,500	19,000	20,160	24,000	28,000	6	21,913
Petroleum Refining	Genl Responsibility	24,799	24,799	29,000	36,800	36,864	5	30,917

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

Table 11b. Salary Distribution by Primary Responsibility Within Type of Institution in United States

Type of Institution*	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Genl Responsibility	$15,678	$19,500	$24,000	$27,496	$33,657	55	$23,729
	Admin Responsibility	21,152	26,710	32,955	40,546	55,169	102	34,545
	Acquisitions/Catalog	18,227	22,873	26,452	28,245	34,838	15	26,369
	Bibliographer	15,300	16,453	21,500	28,282	28,440	6	22,246
	Info Specialist	16,000	20,126	25,924	31,070	39,833	17	26,798
	Reader Service/Ref	19,357	23,566	25,300	29,187	39,875	31	27,094
	Not Employed in Libr	29,068	31,000	33,586	42,120	54,465	8	39,015
Other Government	Genl Responsibility	13,427	17,500	19,042	21,513	27,376	64	19,864
	Admin Responsibility	20,176	24,002	26,712	31,200	53,250	36	30,393
	Acquisitions/Catalog	14,726	18,616	23,500	24,000	49,547	8	24,986
	Reader Service/Ref	14,852	16,000	17,000	25,000	60,000	8	25,174
Public Library—Subj	Admin Responsibility	21,250	22,072	29,000	29,869	41,393	16	28,694
	Acquisitions/Catalog	14,129	20,200	20,213	22,214	25,120	6	20,479
	Info Specialist	19,500	21,870	22,800	24,000	25,776	6	22,936
	Reader Service/Ref	5,450	17,160	19,900	22,500	25,858	16	19,202
Public Library—Genl	Admin Responsibility	15,600	20,733	27,000	30,800	46,850	17	28,413
	Reader Service/Ref	1,650	15,644	18,290	18,738	23,889	11	17,048
Academic—Genl Campus	Genl Responsibility	13,625	18,900	21,500	24,784	30,750	17	21,657
	Admin Responsibility	13,368	20,750	24,500	35,316	50,655	66	28,270
	Acquisitions/Catalog	9,421	16,050	18,900	21,400	36,965	22	20,073
	Bibliographer	15,548	19,200	20,167	25,000	28,000	6	21,419
	Documents or Reports	16,500	18,290	19,776	22,000	28,315	7	21,027
	Reader Service/Ref	12,379	15,650	18,853	22,400	29,455	68	19,393
Academic—Subj Dept	Genl Responsibility	12,822	17,400	20,000	23,500	31,455	83	20,412
	Admin Responsibility	17,624	24,200	28,000	35,800	47,958	98	29,754
	Acquisitions/Catalog	11,465	15,000	18,000	26,800	30,324	22	20,584
	Bibliographer	13,500	16,200	18,000	26,803	33,050	10	21,092
	Info Specialist	14,574	16,200	20,650	23,500	26,000	12	20,334
	Reader Service/Ref	14,404	16,900	18,700	21,834	27,062	43	19,507
	Library Sch. Faculty	21,000	25,600	30,000	33,584	36,000	8	30,148
	Other	10,800	14,100	17,284	22,000	24,600	10	18,183

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

Table 11b. *Continued*

Type of Institution	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Nonprofit Org/Inst	Genl Responsibility	$12,032	$16,500	$19,980	$23,250	$30,442	169	$20,118
	Admin Responsibility	17,543	23,000	26,076	32,000	40,609	125	27,454
	Acquisitions/Catalog	10,625	16,800	19,000	21,000	26,228	23	19,017
	Info Specialist	16,420	19,000	21,120	26,000	36,100	22	23,079
	Reader Service/Ref	11,133	16,000	20,000	25,700	29,667	26	20,524
	Not Employed in Libr	13,475	14,000	17,600	21,000	39,050	8	21,169
Mining Agric For Fis	Genl Responsibility	15,000	18,600	21,576	25,000	28,536	23	21,464
	Admin Responsibility	20,950	21,000	26,000	32,650	48,000	8	29,263
Trans Pub Util Comm	Genl Responsibility	14,805	21,000	24,196	26,820	30,680	38	23,637
	Admin Responsibility	15,136	22,000	28,500	31,300	47,850	17	29,295
	Info Specialist	11,580	19,750	21,446	24,000	29,700	7	22,168
Bank Finance Real Est	Genl Responsibility	9,390	16,700	19,500	22,700	27,200	34	19,249
	Admin Responsibility	17,335	23,610	30,000	36,000	40,250	35	29,018
	Info Specialist	12,500	17,800	19,800	24,000	32,000	14	20,590
	Reader Service/Ref	15,000	17,500	21,000	22,800	30,000	7	21,727
Accounting	Genl Responsibility	12,550	15,000	17,000	18,000	26,450	23	17,449
	Admin Responsibility	13,570	23,000	24,000	28,800	34,875	15	25,089
Hosp Medical Services	Genl Responsibility	14,207	16,000	19,500	21,500	24,483	25	19,264
	Admin Responsibility	16,700	20,800	24,000	26,000	31,000	11	24,253
Engineer Archit Serv	Genl Responsibility	13,224	17,750	19,000	22,680	27,776	76	20,007
	Admin Responsibility	18,035	20,700	24,000	28,090	36,247	27	24,997
	Info Specialist	18,000	21,300	23,000	24,600	29,000	7	23,529
Insurance	Genl Responsibility	12,243	16,000	18,600	21,100	24,363	32	18,865
	Admin Responsibility	19,500	24,000	25,750	28,400	31,150	22	25,981
Advertising Market	Genl Responsibility	1,950	15,387	18,720	22,000	27,000	14	18,290
	Admin Responsibility	17,500	20,500	25,300	27,000	44,500	19	27,253
Legal Services	Genl Responsibility	11,743	17,516	20,768	23,000	29,410	55	20,595
	Admin Responsibility	19,500	24,500	30,000	33,500	42,875	37	29,850
	Info Specialist	16,500	17,000	18,250	19,000	29,000	7	19,905
Consulting Services	Genl Responsibility	13,544	16,740	19,500	23,875	31,502	54	20,505
	Admin Responsibility	22,000	23,000	28,200	34,500	45,000	10	29,550
	Info Specialist	18,150	19,500	23,500	25,600	30,875	18	23,295
Other Nonmanufact	Genl Responsibility	14,525	17,000	20,000	24,000	28,895	37	20,680
	Admin Responsibility	20,500	22,880	26,000	29,450	38,500	19	27,357
	Info Specialist	18,460	19,500	22,800	24,000	26,000	6	22,377
Textiles Wood Paper	Genl Responsibility	12,000	15,700	24,000	26,000	35,000	9	23,373

Table 11b. *Continued*

Type of Institution	Primary Responsibility	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Newspaper Publicat	Genl Responsibility	$ 8,040	$14,000	$17,000	$21,268	$24,508	25	$17,389
	Admin Responsibility	16,075	19,000	25,000	31,000	52,261	37	27,321
	Reader Service/Ref	15,600	16,000	18,200	20,293	27,248	7	19,563
	Abstractor/Indexer	14,200	14,310	20,850	23,323	28,800	7	20,480
Chemicals Allied Pd	Genl Responsibility	14,389	17,900	21,200	26,000	34,720	54	22,662
	Admin Responsibility	21,680	27,564	31,400	39,400	51,533	34	33,580
	Bibliographer	20,384	22,200	26,000	28,500	29,800	8	25,948
	Info Specialist	18,230	22,000	24,720	27,585	31,900	16	24,965
Processed Foods	Genl Responsibility	13,500	19,000	22,000	23,160	29,250	19	21,933
	Admin Responsibility	19,200	24,000	31,200	35,000	45,000	11	30,918
	Info Specialist	18,000	19,850	25,000	26,800	34,855	7	24,686
Pharmaceuticals	Genl Responsibility	17,750	19,760	21,500	25,998	34,060	16	24,140
	Admin Responsibility	21,467	29,900	33,000	39,000	47,100	28	33,897
	Info Specialist	19,150	20,100	23,000	26,160	34,500	20	24,334
Petroleum Refining	Genl Responsibility	20,050	22,800	27,200	32,000	37,867	17	27,815
	Admin Responsibility	21,953	27,072	37,002	44,500	59,000	26	37,409
	Info Specialist	19,500	22,400	23,420	27,100	32,000	8	25,174
Rubber Plastics Cerm	Genl Responsibility	17,500	18,700	24,000	27,000	36,480	9	24,676
Metals Metal Prod	Genl Responsibility	11,350	18,876	23,000	26,000	30,250	18	22,156
	Admin Responsibility	23,430	25,000	31,000	31,500	37,000	7	29,847
Office Comp Acct Mac	Genl Responsibility	12,480	16,000	20,700	24,000	29,500	13	20,829
	Admin Responsibility	23,566	26,400	31,000	33,600	50,000	11	32,441
Other Machines	Genl Responsibility	13,000	17,300	19,500	22,000	29,568	6	20,178
Electrical Equip Sup	Genl Responsibility	13,412	16,536	19,300	23,400	28,166	29	20,251
	Admin Responsibility	19,600	24,000	25,140	28,500	37,000	12	27,136
Motor Vehicle Equip	Genl Responsibility	16,450	21,300	25,000	30,468	39,000	17	26,408
Aircraft Aerospace	Genl Responsibility	17,000	20,000	23,348	26,000	36,900	12	24,415
	Admin Responsibility	26,000	31,304	35,204	40,000	43,500	14	35,919
Other Manufacturing	Genl Responsibility	12,933	18,000	21,600	23,400	30,243	32	21,525
	Admin Responsibility	19,250	24,000	28,800	34,500	46,000	20	30,900
	Info Specialist	15,834	20,000	21,000	24,000	30,000	12	22,354
Not Otherwise Specif	Genl Responsibility	15,125	18,000	20,000	27,180	32,277	19	22,865
	Admin Responsibility	22,000	25,992	29,500	37,200	44,016	12	31,867
	Library Sch. Faculty	19,000	21,132	29,000	36,476	52,000	13	31,012
	Not Employed in Libr	17,100	24,000	35,000	45,000	65,000	9	37,262
Multiple Responses	Genl Responsibility	13,750	17,000	20,000	25,500	33,000	20	21,909
	Admin Responsibility	15,700	20,000	27,500	32,000	41,400	18	27,134

Table 12d. Salary Distribution by Number of Professional Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$12,683	$17,516	$20,650	$24,830	$34,045	1,933	$21,537
One	16,357	21,424	24,576	29,000	39,285	457	25,631
Two	17,756	24,000	28,000	32,000	41,161	207	28,382
Three	16,681	24,500	29,900	34,000	43,929	105	29,525
Four	19,293	25,776	30,552	36,000	47,038	78	31,396
Five	21,740	26,500	33,000	35,800	47,600	48	32,975
Six	20,701	25,000	33,670	44,000	53,072	49	34,831
Seven	23,867	26,000	30,200	40,000	52,185	26	34,565
Eight	23,206	27,413	36,768	49,471	54,500	21	37,614
Nine	22,050	27,315	31,071	41,500	46,200	17	34,031
Ten	7,140	25,000	30,800	39,850	52,909	13	32,645
11–15	22,549	29,000	40,000	43,666	63,167	33	39,219
16–20	27,838	39,689	40,000	48,240	57,500	10	43,427
More than 20	30,287	36,200	43,485	51,000	69,500	22	45,681

Table 12e. Salary Distribution by Number of Technical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$14,446	$20,484	$24,000	$28,200	$41,642	95	$25,303
One	19,973	23,000	27,000	31,000	38,675	80	27,746
Two	22,583	27,924	30,448	32,489	45,650	25	31,400
Three	23,000	31,000	33,500	38,000	53,340	10	35,016
Four	22,500	22,894	29,800	30,000	34,200	8	28,384
Five	20,500	24,969	33,280	36,000	38,000	8	31,561

Table 12f. Salary Distribution by Number of Technical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$12,714	$1[illegible]	$21,300	$26,000	$39,769	1,717	$22,827
One	14,708	19,[illegible]	23,000	26,710	36,182	662	23,611
Two	14,617	21,500	25,924	30,100	43,693	288	26,499
Three	18,208	22,930	27,000	33,000	41,054	112	28,046
Four	17,352	23,500	28,380	33,000	46,740	78	29,191
Five	16,483	24,000	31,000	35,376	51,315	44	31,420
Six	18,837	23,849	30,000	36,768	51,633	32	31,364
Seven	15,600	29,456	31,200	39,000	52,909	13	33,678
Eight	23,156	29,000	31,500	41,400	53,100	15	35,409
Nine	24,000	25,138	30,648	38,500	70,000	12	34,509
Ten	28,282	31,000	33,000	41,868	57,500	10	37,539
11–15	19,438	26,000	30,000	39,300	51,833	16	33,639
16–20	27,315	33,400	37,000	43,500	57,500	7	40,172
More than 20	30,722	40,000	49,455	56,500	69,000	13	49,566

Table 12g. Salary Distribution by Number of Clerical Employees Supervised in Canada

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$15,208	$21,000	$25,000	$30,000	$40,111	89	$25,888
One	17,209	22,500	25,836	30,300	39,381	68	26,830
Two	19,453	24,960	27,120	30,550	40,908	31	28,598
Three	18,500	28,000	29,285	32,105	48,670	20	30,728
Four	29,232	30,000	32,230	34,440	45,000	6	34,028

Table 12h. Salary Distribution by Number of Clerical Employees Supervised in United States

Employees Supervised	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	$12,658	$18,000	$21,500	$26,000	$38,259	1,278	$22,736
One	13,620	18,638	22,680	26,900	37,144	821	23,326
Two	15,381	19,700	23,500	29,000	40,513	345	24,839
Three	13,422	19,800	24,340	29,500	41,545	166	25,289
Four	15,457	20,775	26,500	33,050	47,072	128	28,094
Five	16,749	22,100	25,650	33,000	46,259	76	28,371
Six	15,704	21,500	26,700	30,756	46,440	45	27,728
Seven	20,143	27,000	33,860	39,300	49,733	25	34,018
Eight	15,275	23,500	24,000	35,800	43,600	18	28,168
Nine	13,850	23,000	30,648	35,000	45,000	13	30,323
Ten	16,220	25,000	31,071	44,000	56,233	28	34,441
11–15	14,688	27,000	34,000	41,868	57,331	37	34,958
16–20	13,500	22,600	29,453	34,300	55,000	13	30,491
More than 20	23,574	36,000	41,460	48,000	65,500	26	42,332

Table 13a. Salary Distribution by Number of Professionals Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$16,240	$22,000	$24,799	$28,200	$38,027	137	$25,426
	Male	17,250	20,100	23,000	28,446	33,850	16	25,114
	No Response	40,000	40,000	40,000	40,000	40,000	1	40,000
One	Female	16,163	25,000	28,100	32,000	38,733	28	28,426
	Male	30,000	30,000	30,000	40,324	40,324	2	35,162
Two	Female	20,500	27,000	31,000	34,888	43,049	16	31,595
	Male	36,245	36,245	36,245	36,245	36,245	1	36,245
Three	Female	29,000	29,232	33,280	37,185	44,000	9	34,747
	Male	30,940	30,940	34,500	34,500	42,000	3	35,813
Four	Female	26,500	31,000	32,105	35,000	41,000	8	33,513
	Male	38,000	38,000	38,000	38,000	38,000	1	38,000
Five	Female	44,000	44,000	44,000	44,000	44,000	1	44,000
	Male	30,000	30,000	30,000	40,000	40,000	2	35,000
Six	Female	34,200	34,200	34,200	53,340	53,340	2	43,770
Seven	Female	29,250	29,250	35,500	35,500	38,463	3	34,404
	No Response	41,000	41,000	41,000	41,000	41,000	1	41,000
Eight	Female	30,000	30,000	30,000	30,000	30,000	1	30,000
11–15	Female	37,250	37,250	37,250	45,760	45,760	2	41,505
More than 20	Male	56,500	56,500	56,500	60,000	60,000	2	58,250

Table 13b. Salary Distribution by Number of Professionals Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$12,683	$17,500	$20,352	$24,192	$32,809	1,650	$21,232
	Male	12,691	18,100	22,154	27,600	39,249	276	23,299
	No Response	15,250	16,500	24,400	27,500	36,000	7	23,807
One	Female	16,124	21,000	24,000	28,000	36,952	396	24,888
	Male	18,825	24,600	29,000	35,000	48,635	58	30,532
	No Response	26,000	26,000	29,000	29,000	31,600	3	28,867
Two	Female	17,401	24,000	27,507	32,000	40,261	177	28,031
	Male	20,911	23,950	30,000	34,000	44,460	29	30,331
	No Response	34,000	34,000	34,000	34,000	34,000	1	34,000
Three	Female	16,610	24,569	29,900	34,000	42,903	81	29,481
	Male	15,200	24,352	28,282	32,500	50,000	24	29,675
Four	Female	18,669	25,500	29,187	35,100	43,440	54	30,375
	Male	19,800	26,000	30,714	36,000	53,100	23	33,461
	No Response	39,000	39,000	39,000	39,000	39,000	1	39,000
Five	Female	23,425	25,700	33,000	35,100	45,921	37	32,296
	Male	17,200	30,000	33,000	41,868	51,200	11	35,261
Six	Female	20,501	24,650	32,732	37,174	50,232	31	33,002
	Male	21,000	29,000	37,000	47,000	55,750	18	37,980
Seven	Female	24,800	25,000	29,453	38,000	46,712	16	32,253
	Male	22,000	27,000	34,706	49,439	57,116	10	38,264
Eight	Female	23,430	27,413	34,900	40,000	53,500	16	36,266
	Male	24,552	24,552	49,471	51,200	54,000	5	41,925
Nine	Female	21,204	24,600	30,000	38,327	45,100	12	32,884
	Male	27,315	27,315	37,300	42,000	47,300	5	36,783
Ten	Female	7,140	19,600	30,056	34,000	52,909	9	31,129
	Male	30,800	30,800	31,000	39,850	42,578	4	36,057
11–15	Female	21,576	31,071	36,000	42,120	60,000	14	37,536
	Male	23,036	32,700	41,268	46,000	64,750	18	41,267
	No Response	25,924	25,924	25,924	25,924	25,924	1	25,924
16–20	Female	27,838	35,000	40,000	46,304	57,500	7	42,082
	Male	40,000	40,000	48,000	48,000	51,700	3	46,567
More than 20	Female	29,337	33,500	42,500	43,600	70,000	8	44,515
	Male	31,236	38,000	47,000	51,000	69,000	14	46,347

Table 13c. Salary Distribution by Number of Technical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$13,932	$20,800	$24,000	$27,772	$39,387	84	$24,740
	Male	16,000	18,500	20,484	40,000	42,000	9	27,179
	No Response	40,000	40,000	40,000	41,000	41,000	2	40,500
One	Female	19,826	23,000	27,000	30,300	39,057	73	27,698
	Male	21,000	23,000	28,000	32,000	34,500	7	28,243
Two	Female	21,395	27,924	30,240	33,400	47,475	22	31,550
	Male	28,446	28,446	30,940	30,940	31,500	3	30,295
Three	Female	23,000	29,232	33,966	38,000	53,340	9	35,184
	Male	33,500	33,500	33,500	33,500	33,500	1	33,500
Four	Female	22,500	26,676	30,000	30,000	34,200	7	29,168
	Male	22,894	22,894	22,894	22,894	22,894	1	22,894
Five	Female	20,500	20,500	33,280	33,500	36,000	5	29,648
	Male	30,000	30,000	36,245	36,245	38,000	3	34,748
Six	Female	29,250	29,250	29,250	38,463	38,463	2	33,857
Seven	Female	35,500	35,500	35,500	35,500	35,500	1	35,500
Eight	Female	26,500	26,500	26,500	30,575	30,575	2	28,538
Nine	Male	30,000	30,000	30,000	30,000	30,000	1	30,000
11–15	Female	44,000	44,000	44,000	45,760	45,760	2	44,880
More than 20	Male	56,500	56,500	56,500	60,000	60,000	2	58,250

Table 13d. Salary Distribution by Number of Technical Employees Supervised for Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$12,683	$17,600	$21,000	$25,300	$36,951	1,456	$22,144
	Male	13,089	19,000	24,669	31,000	49,604	259	26,658
	No Response	19,000	19,000	19,000	27,500	27,500	2	23,250
One	Female	14,796	19,700	23,000	26,100	35,041	563	23,383
	Male	14,344	20,000	24,000	28,200	41,119	92	24,844
	No Response	15,250	16,500	25,924	28,000	36,000	7	25,725
Two	Female	14,522	21,000	25,000	29,500	39,560	235	25,474
	Male	15,074	24,510	30,000	37,000	52,963	51	31,133
	No Response	26,000	26,000	26,000	31,600	31,600	2	28,800
Three	Female	18,043	23,000	26,900	33,000	40,412	89	27,859
	Male	19,325	22,000	28,282	31,071	40,750	22	28,308
	No Response	39,000	39,000	39,000	39,000	39,000	1	39,000
Four	Female	16,803	23,500	28,380	32,650	42,965	60	28,630
	Male	19,250	23,000	26,710	34,300	58,067	18	31,062
Five	Female	17,200	24,000	28,500	33,600	46,940	31	29,821
	Male	14,800	22,300	31,096	47,900	52,400	13	35,231
Six	Female	17,755	23,500	27,496	36,768	53,600	24	30,620
	Male	22,000	29,869	34,000	34,706	47,700	7	34,254
	No Response	29,000	29,000	29,000	29,000	29,000	1	29,000
Seven	Female	22,000	30,456	31,200	37,500	52,909	9	34,683
	Male	15,600	15,600	31,071	39,000	40,000	4	31,418
Eight	Female	19,600	26,712	30,325	41,400	52,200	9	33,915
	Male	30,600	30,800	31,500	42,000	54,000	6	37,650
Nine	Female	24,000	25,138	29,700	38,500	70,000	10	34,199
	Male	32,500	32,500	32,500	39,621	39,621	2	36,061
Ten	Female	28,282	29,400	31,300	40,000	57,500	6	36,580
	Male	31,000	31,000	33,596	41,868	49,439	4	38,976
11–15	Female	23,400	25,188	28,375	33,670	43,485	8	31,275
	Male	15,475	27,000	30,000	42,578	60,000	8	36,002
16–20	Female	33,400	33,400	37,000	43,500	48,240	4	40,535
	Male	27,315	27,315	34,252	34,252	57,500	3	39,689
More than 20	Female	36,000	36,000	48,950	57,500	60,000	4	50,613
	Male	30,722	40,000	49,455	51,000	69,000	9	49,101

Table 13e. Salary Distribution by Number of Clerical Employees Supervised for Men and Women in Canada

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$15,107	$21,211	$25,000	$30,000	$39,312	80	$25,774
	Male	16,000	19,800	22,894	28,000	40,000	8	25,272
	No Response	40,000	40,000	40,000	40,000	40,000	1	40,000
One	Female	16,783	22,300	24,958	29,800	38,561	60	26,309
	Male	18,500	23,000	31,500	33,500	42,000	8	30,738
Two	Female	19,453	24,000	27,000	30,550	39,516	29	28,145
	Male	30,000	30,000	30,000	40,324	40,324	2	35,162
Three	Female	18,500	28,000	29,285	30,000	48,670	15	30,915
	Male	21,000	21,000	30,940	34,200	36,245	5	30,166
Four	Female	29,232	30,000	32,230	34,440	45,000	6	34,028
Five	Female	30,000	30,000	31,000	31,000	38,100	3	33,033
	Male	20,100	20,100	20,100	20,100	20,100	1	20,100
	No Response	41,000	41,000	41,000	41,000	41,000	1	41,000
Six	Female	26,000	26,000	31,000	34,200	45,760	5	33,192
Seven	Female	49,950	49,950	49,950	49,950	49,950	1	49,950
Eight	Female	33,400	33,400	33,400	33,400	33,400	1	33,400
Nine	Female	29,250	29,250	31,000	31,000	35,500	3	31,917
Ten	Female	38,463	38,463	38,463	38,463	38,463	1	38,463
11–15	Female	31,000	31,000	31,000	31,000	31,000	1	31,000
	Male	34,500	34,500	34,500	34,500	34,500	1	34,500
16–20	Female	38,000	38,000	38,000	38,000	38,000	1	38,000
More than 20	Female	37,250	37,250	37,250	37,250	37,250	1	37,250
	Male	56,500	56,500	56,500	60,000	60,000	2	58,250

Table 13f. Salary Distribution by Number of Clerical Employees Supervised by Men and Women in United States

Employees Supervised	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
None	Female	$12,612	$18,000	$21,108	$25,500	$36,224	1,094	$22,270
	Male	12,841	18,900	24,000	29,187	47,948	181	25,407
	No Response	28,000	28,000	31,600	31,600	36,000	3	31,867
One	Female	13,451	18,500	22,162	26,000	35,160	710	22,788
	Male	14,938	20,000	25,000	31,000	45,958	110	26,761
	No Response	27,500	27,500	27,500	27,500	27,500	1	27,500
Two	Female	15,314	19,500	23,000	27,800	38,189	283	24,174
	Male	16,017	20,800	28,428	33,000	49,229	57	28,517
	No Response	15,250	15,250	19,000	25,924	26,000	5	20,535
Three	Female	13,575	19,851	24,100	28,600	39,441	139	24,957
	Male	12,940	18,300	25,000	31,071	50,667	26	26,923
	No Response	29,000	29,000	29,000	29,000	29,000	1	29,000
Four	Female	15,657	20,000	25,488	31,300	42,752	95	26,724
	Male	15,125	24,400	32,500	37,300	51,180	31	32,220
	No Response	24,400	24,400	24,400	34,000	34,000	2	29,200
Five	Female	16,340	21,000	25,300	31,000	45,050	53	26,865
	Male	17,675	24,000	27,830	40,000	46,381	23	31,840
Six	Female	15,707	23,376	26,712	30,360	49,067	33	28,173
	Male	13,500	19,200	22,700	30,756	46,000	12	26,506
Seven	Female	19,214	27,600	33,860	37,000	52,100	19	34,462
	Male	22,000	26,710	30,264	39,300	39,400	6	32,612
Eight	Female	16,917	23,500	24,000	35,000	43,600	16	28,405
	Male	15,550	15,550	15,550	37,000	37,000	2	26,275
Nine	Female	13,850	23,000	30,200	33,000	45,000	11	29,654
	Male	33,000	33,000	33,000	35,000	35,000	2	34,000
Ten	Female	15,500	25,000	28,200	40,500	45,000	14	30,657
	Male	17,160	29,100	31,200	50,680	60,000	14	38,224
11–15	Female	14,250	22,000	31,000	39,689	49,126	25	31,523
	Male	27,000	31,236	40,000	45,200	73,000	11	42,398
	No Response	39,000	39,000	39,000	39,000	39,000	1	39,000
16–20	Female	22,600	25,000	29,000	42,120	55,000	6	33,862
	Male	13,500	15,558	30,400	30,600	39,850	7	27,601
More than 20	Female	24,650	36,000	41,500	48,240	70,000	10	44,244
	Male	23,036	34,252	39,500	47,300	60,000	16	41,138

Table 14a. Salary Distribution by Education Level in Canada: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Masters	$21,285	$25,000	$29,250	$32,000	$51,130	21	$30,519
Bachelor	18,343	23,000	27,000	32,750	44,496	179	28,477
No Degree	13,475	14,000	23,600	24,000	36,245	9	22,502
No College	15,000	17,500	20,540	30,000	30,000	6	23,533
No Response	14,116	23,400	27,000	30,000	38,432	18	26,837

Table 14b. Salary Distribution by Education Level in United States: Highest Subject Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Doctorate	$18,801	$24,500	$30,680	$40,500	$60,523	51	$33,932
6th Year Certificate	17,850	19,764	20,280	35,000	43,666	10	25,656
Masters	14,138	19,860	24,000	28,600	44,083	539	25,342
Bachelor	13,452	18,876	22,896	28,000	40,653	1,939	24,020
Associate	10,238	18,000	21,000	25,000	32,966	38	21,213
No Degree	13,256	16,700	19,300	24,666	33,978	71	21,305
No College	14,729	16,956	19,000	22,378	29,222	30	20,063
No Response	12,837	18,800	22,800	28,900	43,334	341	24,458

Table 14c. Salary Distribution by Education Level in Canada: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Masters	$18,749	$23,000	$26,676	$30,940	$42,844	145	$27,739
Bachelor	25,090	29,285	31,800	36,800	48,690	38	33,468
No Degree	13,738	19,056	23,400	32,750	43,424	18	25,672
No Response	12,241	19,800	23,750	28,157	42,975	22	24,587

Table 14d. Salary Distribution by Education Level in United States: Highest Library Science Degree

Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Doctorate	$20,566	$23,500	$35,000	$40,500	$54,750	24	$34,837
6th Year Certificate	15,500	18,900	25,100	28,800	37,413	23	25,016
Masters	13,978	19,000	23,160	28,000	41,658	2,420	24,439
Bachelor	11,248	18,200	21,920	27,180	36,066	113	22,751
Associate	12,160	15,000	18,200	25,000	40,833	26	21,137
No Degree	11,079	17,000	22,000	27,500	43,714	141	23,331
No College	14,100	17,000	18,960	24,600	42,246	46	22,129
No Response	11,897	18,000	22,500	28,428	45,042	226	24,334

Table 14e. Salary Distribution by Highest Subject Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Bachelor	$18,750	$26,300	$32,000	$34,500	$39,394	16	$30,580
Other Government	Bachelor	23,417	25,000	27,924	29,300	34,750	19	28,033
Academic—Subj Dept	Bachelor	19,499	20,500	27,000	30,448	44,800	13	27,856
Academic—Genl Campus	Bachelor	22,894	23,500	26,500	37,250	44,000	7	31,449
Nonprofit Org/Inst	Bachelor	16,000	21,000	25,200	34,200	42,000	20	27,285
Mining Agric For Fis	Bachelor	20,180	23,500	25,500	28,000	32,750	8	26,559
Trans Pub Util Comm	Bachelor	22,300	26,995	29,500	31,000	45,000	9	30,349
Bank Finance Real Est	Bachelor	24,000	26,000	32,500	35,200	49,950	9	32,966
Accounting	Bachelor	18,500	21,000	23,000	24,000	26,000	7	22,643
Engineer Archit Serv	Bachelor	18,800	20,800	26,600	30,240	31,800	7	26,106
Pharmaceuticals	Bachelor	19,000	20,160	24,000	28,000	34,200	8	25,022

**See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.*

Table 14f. Salary Distribution by Highest Subject Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$18,796	$24,500	$27,500	$34,839	$49,550	53	$30,550
	Bachelor	16,316	22,164	26,804	33,586	48,549	154	28,559
	No Response	19,444	24,352	29,000	35,000	51,604	38	30,939
Other Government	Masters	16,176	19,042	23,500	24,900	48,000	21	24,841
	Bachelor	13,932	18,165	21,000	25,670	42,118	88	23,211
	No Response	16,523	17,350	21,000	29,337	46,250	16	25,439
Public Library—Genl	Masters	1,650	13,300	17,900	26,929	51,200	8	23,509
	Bachelor	13,950	20,160	23,889	27,000	34,300	22	24,020
	No Response	12,910	14,552	17,800	26,000	30,000	6	19,930
Public Library—Subj	Masters	14,129	19,500	21,000	22,072	43,485	11	22,906
	Bachelor	8,405	20,213	23,500	28,000	33,753	34	23,264

**See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.*

Table 14f. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Academic—Subj Dept	Doctorate	$17,500	$22,500	$25,000	$47,200	$54,000	12	$34,193
	Masters	14,908	18,700	23,500	27,603	38,411	61	24,083
	Bachelor	13,360	17,400	21,000	26,000	38,088	178	22,337
	No Response	12,630	20,000	23,550	30,400	41,187	38	25,314
Academic—Genl Campus	Masters	13,721	17,000	22,000	26,000	45,286	64	23,731
	Bachelor	10,471	16,800	20,376	24,784	40,656	112	21,832
	No Response	11,640	17,040	21,400	29,467	37,250	17	23,080
Nonprofit Org/Inst	Masters	13,242	18,300	22,381	26,500	33,629	71	23,025
	Bachelor	13,082	17,600	21,000	25,900	36,300	261	22,484
	No Response	13,648	18,720	21,290	25,000	40,356	51	22,916
Mining Agric For Fis	Bachelor	15,400	20,950	23,000	26,520	37,787	31	24,182
Trans Pub Util Comm	Masters	11,020	21,000	25,000	26,000	28,700	11	23,588
	Bachelor	14,710	19,750	24,400	27,700	38,442	49	24,465
	No Response	16,200	19,000	22,800	27,300	34,100	12	24,678
Bank Finance Real Est	Masters	15,180	22,700	24,000	24,000	36,400	7	24,376
	Bachelor	14,469	18,500	21,920	27,800	38,486	73	23,579
	No Response	1,470	15,600	23,000	25,000	38,000	11	22,237
Accounting	Bachelor	11,647	16,200	18,500	23,000	29,100	32	19,875
	No Response	12,100	15,000	17,700	22,500	24,000	10	18,520
Hosp Medical Services	Masters	14,500	18,283	20,000	22,200	29,000	11	20,911
	Bachelor	14,540	16,640	20,000	21,700	27,750	23	19,883
Engineer Archit Serv	Masters	15,500	19,500	23,000	27,000	28,895	18	22,925
	Bachelor	13,831	18,450	20,600	24,752	33,028	71	21,847
	No Response	15,125	18,000	20,700	22,000	38,500	18	21,547
Insurance	Bachelor	12,496	17,500	21,000	24,000	28,620	46	20,773
Advertising Market	Masters	18,000	22,000	23,000	27,500	41,000	6	26,333
	Bachelor	14,500	18,720	22,000	26,000	33,667	28	22,657
Legal Services	Doctorate	21,280	22,800	30,000	31,200	58,000	9	31,396
	Masters	17,750	20,000	23,500	27,000	36,100	17	24,601
	Bachelor	11,637	18,030	21,600	26,460	35,571	72	22,661
	No Response	17,000	17,500	19,000	30,000	34,500	6	23,833
Consulting Services	Masters	11,750	18,300	20,600	28,200	36,050	20	23,229
	Bachelor	14,323	18,000	21,000	24,752	34,771	69	22,118
	No Response	15,500	19,000	22,880	24,800	30,000	7	23,097
Other Nonmanufact	Masters	13,000	16,800	19,428	24,200	29,600	14	20,588
	Bachelor	13,280	19,500	23,400	27,600	34,101	48	23,138
	No Response	17,000	18,000	22,000	23,000	30,160	7	22,030

Table 15a. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in Canada

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Law	$40,000	$40,000	$40,000	$40,000	$40,000	1	$40,000
Engineering	38,000	38,000	38,000	42,000	42,000	2	40,000
Philosophy & Religion	22,000	22,000	33,966	44,000	60,000	5	36,673
Foreign Languages	21,106	24,875	29,800	32,000	38,400	19	29,565
Business, Economics	18,500	20,500	29,285	32,000	44,800	6	29,181
Education	18,000	26,200	28,895	32,000	34,200	7	28,421
Liberal Arts	20,430	24,960	28,200	33,000	45,640	46	29,713
Social Sciences	17,546	23,000	28,000	33,400	46,452	49	29,226
Biomedical	23,500	24,000	27,650	31,177	40,324	11	29,000
Other	16,000	22,500	26,000	29,000	49,950	14	26,909
English & Journalism	19,400	23,000	25,200	30,300	46,797	37	28,180
Earth Sciences	16,000	18,800	24,958	26,600	30,575	8	24,063
Fine & Applied Arts	13,250	21,000	24,000	27,120	33,270	7	24,155
No Response	12,902	17,000	24,000	29,000	34,370	25	23,536
Physical Sciences	17,900	22,600	23,500	32,750	36,000	12	26,908

Table 15b. Salary Distribution by Subject Field in Which Respondents Hold Degrees in Rank Order of Median Salary in United States

Subject Field	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Law	$19,340	$24,000	$30,680	$44,784	$57,558	24	$34,360
Physical Sciences	17,300	22,500	28,200	34,000	49,770	281	29,694
Engineering	13,750	20,000	26,320	31,200	69,000	21	30,323
Business, Economics	14,542	20,165	24,250	29,600	46,214	168	26,300
Philosophy & Religion	11,830	18,900	24,000	26,452	37,342	45	23,746
Earth Sciences	12,928	18,853	24,000	30,000	41,945	54	25,023
Biomedical	14,024	19,000	23,849	28,000	38,465	197	24,188
Other	13,056	19,300	23,600	27,924	40,329	185	24,361
Social Sciences	13,433	18,700	23,000	27,000	40,006	533	23,743
English & Journalism	14,298	19,240	22,944	28,000	41,800	620	24,348
Liberal Arts	13,129	18,420	22,300	27,000	39,040	416	23,493
Foreign Languages	13,210	18,495	22,000	26,710	39,396	197	23,256
Education	13,073	18,200	21,800	25,998	37,287	288	22,799
Fine & Applied Arts	12,401	16,800	20,165	24,500	38,199	138	21,825
No Response	11,659	16,900	20,000	24,300	36,665	144	21,398

Table 14f. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Textiles Wood Paper	Bachelor	$15,700	$17,820	$24,000	$24,000	$35,000	7	$24,480
Newspaper Publicat	Masters	15,600	22,500	25,500	31,200	73,000	14	29,321
	Bachelor	12,724	16,900	21,000	25,880	35,070	47	21,867
	No Degree	16,068	16,510	21,000	26,000	35,000	9	22,486
	No College	14,000	16,956	17,000	19,000	27,864	6	18,837
	No Response	15,000	18,200	18,720	40,000	49,660	6	27,430
Chemicals Allied Pd	Masters	15,950	20,000	24,000	27,900	36,730	18	24,595
	Bachelor	17,392	21,200	26,000	31,000	43,815	99	27,250
	No Degree	14,796	16,700	17,160	17,500	18,000	6	16,923
Processed Foods	Masters	14,500	21,300	26,800	27,100	37,600	11	25,432
	Bachelor	16,000	20,000	26,000	30,500	41,333	25	26,499
Pharmaceuticals	Masters	18,500	25,300	28,000	33,120	48,000	12	30,673
	Bachelor	18,917	20,400	26,160	33,000	43,800	58	27,776
Petroleum Refining	Masters	19,000	25,000	27,100	40,000	78,000	14	34,234
	Bachelor	20,242	25,000	30,000	37,002	53,796	46	32,146
	No Response	18,966	21,100	26,880	28,900	35,000	10	26,453
Rubber Plastics Cerm	Bachelor	17,450	21,000	24,000	27,000	34,740	16	24,850
Metals Metal Prod	Masters	12,000	21,000	28,500	31,500	42,357	7	28,337
	Bachelor	12,850	22,000	24,000	28,200	37,570	17	25,070
Office Comp Acct Mac	Bachelor	16,500	22,944	26,000	29,500	39,690	17	26,603
	No Response	12,480	17,500	28,000	29,200	50,000	7	27,631
Other Machines	Bachelor	13,000	19,500	22,000	22,000	31,980	7	22,535
Electrical Equip Sup	Bachelor	14,475	18,200	24,000	28,000	32,500	35	23,412
	No Response	13,936	18,500	18,990	23,280	25,000	6	19,951
Motor Vehicle Equip	Bachelor	20,570	21,400	25,300	33,160	40,195	16	28,366
Aircraft Aerospace	Bachelor	14,940	22,000	28,000	34,000	42,500	27	28,518
Other Manufacturing	Masters	16,500	21,000	28,600	31,500	45,000	12	29,008
	Bachelor	15,600	19,800	22,750	27,000	38,909	45	24,329
Not Otherwise Specif	Masters	16,896	20,165	23,000	31,000	42,500	14	26,452
	Bachelor	11,276	18,740	25,200	34,200	53,250	40	27,479
	No Response	15,094	19,000	21,132	27,180	52,000	10	26,692
No Response	Bachelor	19,300	19,836	21,444	28,000	42,300	9	25,526
Multiple Responses	Masters	14,140	18,800	28,282	30,000	35,500	8	26,090
	Bachelor	9,500	15,500	20,000	24,000	36,197	27	20,560
	No Response	17,000	18,928	23,500	27,500	36,000	13	24,512

Table 14g. Salary Distribution by Highest Library Science Degree Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$19,350	$27,772	$30,940	$33,270	$37,662	15	$30,140
Other Government	Masters	23,000	24,324	28,446	31,700	46,250	17	29,685
	Bachelor	24,958	27,000	29,285	29,300	33,500	7	28,852
Academic—Subj Dept	Masters	19,499	20,500	23,000	29,800	44,800	12	27,019
Nonprofit Org/Inst	Masters	17,950	21,000	27,650	33,966	42,000	16	28,161
Trans Pub Util Comm	Masters	22,300	26,995	28,895	29,500	31,000	9	28,210
Bank Finance Real Est	Masters	24,000	26,000	30,300	32,000	38,100	7	30,257
Accounting	Masters	18,500	21,000	23,800	25,000	27,000	8	23,188

See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.

Table 14h. Salary Distribution by Highest Library Science Degree Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Masters	$17,426	$23,566	$27,496	$33,000	$49,160	220	$29,130
	Bachelor	15,922	19,477	24,352	27,496	47,700	8	26,707
	No Degree	20,775	27,500	39,689	42,120	51,000	7	38,148
	No Response	16,000	21,424	26,710	35,800	54,000	10	29,531
Other Government	Masters	14,863	18,473	22,000	26,000	46,136	113	24,155
	No Degree	14,700	14,726	18,744	23,177	60,000	6	25,141
	No Response	14,250	15,000	19,011	23,000	28,426	7	20,620
Public Library—Subj	Masters	12,318	19,900	22,500	27,000	34,922	46	23,284
Public Library—Genl	Masters	8,287	17,900	21,606	26,929	42,400	34	22,856
Academic—Subj Dept	Masters	13,509	17,880	21,834	26,700	40,529	268	23,220
	Bachelor	19,777	26,000	28,375	34,000	39,798	10	29,336
	No Response	13,000	14,280	20,000	30,740	57,200	6	26,523
Academic—Genl Campus	Masters	13,062	17,350	21,053	25,000	43,376	184	23,135
	No Degree	700	15,475	20,208	21,000	29,500	7	18,200

See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.

Table 14h. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Nonprofit Org/Inst	Masters	$13,477	$18,075	$21,480	$26,000	$35,553	341	$22,629
	Bachelor	10,000	15,120	19,000	22,042	38,500	11	20,873
	No Degree	10,000	15,000	18,112	24,683	38,000	13	21,419
	No Response	10,880	17,000	22,000	30,680	37,250	18	23,157
Mining Agric For Fis	Masters	15,200	20,150	23,040	26,520	33,150	30	23,595
	No Response	15,600	20,950	22,500	23,000	30,360	7	23,559
Trans Pub Util Comm	Masters	15,744	20,100	25,680	28,100	39,822	51	25,297
	No Degree	11,580	20,904	24,196	26,000	31,300	7	23,283
	No Response	12,272	16,200	20,000	22,556	29,700	11	20,106
Bank Finance Real Est	Masters	14,685	19,000	22,700	28,000	38,600	77	24,069
	Bachelor	1,470	18,000	18,000	24,250	25,000	6	18,107
Accounting	Masters	14,288	17,700	19,800	23,900	32,188	36	21,498
Hosp Medical Services	Masters	13,900	17,000	20,600	23,500	30,000	32	20,755
Engineer Archit Serv	Masters	14,534	18,400	20,800	24,660	32,932	86	21,881
	Bachelor	13,200	15,000	18,200	20,700	28,000	8	19,288
	No Response	12,600	18,508	20,000	24,600	38,400	12	22,239
Insurance	Masters	13,908	18,300	21,600	24,350	29,025	42	21,736
	Bachelor	14,500	16,800	23,100	25,500	31,300	8	23,195
	No Response	11,350	11,500	18,100	25,200	28,000	8	20,268
Advertising Market	Masters	9,817	18,000	22,500	27,000	43,667	33	23,602
	No Response	15,387	21,000	23,000	26,000	27,500	7	23,055
Commercial Labs	Masters	20,000	26,000	26,600	37,700	51,200	6	31,583
Legal Services	Masters	14,051	18,750	22,800	28,000	35,900	94	23,656
	No Degree	9,700	18,200	23,000	27,500	30,000	6	22,067
	No Response	10,000	16,500	18,000	23,000	34,000	6	20,083
Consulting Services	Masters	14,095	19,000	22,000	25,600	39,992	81	23,331
	No Response	13,500	16,380	19,240	26,000	36,400	12	22,202
Other Nonmanufact	Masters	13,400	18,600	22,000	25,120	33,444	57	22,314
	No Response	20,000	20,510	27,600	29,300	35,000	9	26,166
Textiles Wood Paper	Masters	15,700	17,820	24,500	26,000	31,440	9	23,829
Newspaper Publicat	Masters	13,802	16,900	21,600	27,800	48,808	49	23,921
	No Degree	1,200	13,000	16,900	29,000	35,000	8	20,500
	No College	14,000	16,956	19,000	21,000	27,864	7	20,060
	No Response	16,289	18,200	22,000	24,024	29,880	16	22,399

Table 14h. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Chemicals Allied Pd	Masters	$17,687	$22,000	$25,920	$30,600	$45,089	84	$27,404
	Bachelor	13,000	14,000	19,864	25,000	28,000	9	20,136
	No Degree	14,398	17,160	24,250	29,900	38,750	16	24,521
	No Response	16,263	18,000	22,360	31,200	37,750	18	25,219
Processed Foods	Masters	17,167	21,500	25,000	29,600	41,333	30	26,429
Pharmaceuticals	Masters	18,383	20,400	25,540	32,700	42,417	59	27,302
	No Response	19,760	24,768	28,048	31,000	48,300	9	31,233
Petroleum Refining	Masters	19,729	24,000	27,100	32,800	45,081	58	29,218
	No Response	29,800	35,790	44,500	55,000	78,000	9	48,621
Rubber Plastics Cerm	Masters	17,400	18,700	24,000	25,900	36,480	13	23,962
Metals Metal Prod	Masters	12,850	23,000	26,000	31,000	39,429	21	26,546
	No Response	12,000	20,000	22,000	26,700	38,640	8	25,348
Office Comp Acct Mac	Masters	16,833	23,254	26,000	29,500	42,460	28	27,049
Other Machines	Masters	19,500	19,700	22,000	22,300	31,980	7	23,864
Electrical Equip Sup	Masters	13,967	18,000	23,400	27,900	33,333	33	22,820
Motor Vehicle Equip	Masters	17,200	24,240	28,000	33,160	40,195	15	28,795
Aircraft Aerospace	Masters	20,819	25,500	28,500	36,088	42,500	26	30,690
	No Degree	16,500	18,350	20,000	42,000	43,134	6	27,914
Other Manufacturing	Masters	17,220	21,430	23,640	29,200	43,209	49	26,032
	No Degree	12,900	19,200	25,000	29,500	30,000	7	24,086
	No Response	12,700	13,200	20,000	21,000	39,000	7	21,243
Not Otherwise Specif	Doctorate	21,132	23,500	35,200	37,200	52,000	11	33,548
	Masters	12,669	18,300	24,000	31,000	51,100	50	26,334

Table 15c. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in Canada

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Other Government	Liberal Arts	$23,000	$26,040	$29,300	$30,000	$36,000	7	$29,263
	Social Sciences	24,324	25,836	29,285	30,000	56,500	7	32,411
Nonprofit Org/Inst	Social Sciences	18,000	19,570	26,400	28,000	44,000	7	27,424

See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.

Table 15d. Salary Distribution by Subject Field in Which Respondents Hold Degrees Within Type of Institution in United States

Type of Institution*	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Federal Government	Biomedical	$15,922	$20,126	$23,000	$27,496	$40,492	12	$25,063
	Business, Economics	25,188	25,500	27,496	28,245	44,000	7	29,479
	Earth Sciences	15,922	23,566	28,282	30,129	44,981	7	29,775
	Education	17,239	21,600	26,710	31,071	44,441	23	28,105
	Engineering	24,669	25,924	26,320	41,268	51,000	6	32,780
	English & Journalism	18,004	24,000	27,496	33,586	51,842	56	30,326
	Liberal Arts	16,816	20,755	30,000	35,000	54,726	35	30,766
	Physical Sciences	19,892	28,000	31,071	34,000	49,710	25	32,498
	Philosophy & Religion	22,073	22,973	26,710	29,187	39,621	7	28,574
	Social Sciences	17,208	24,352	26,710	34,000	46,940	58	29,214
	Other	19,639	24,000	29,000	35,826	50,000	21	31,131
	Foreign Languages	16,977	22,164	25,924	31,071	49,805	16	28,503
Other Government	Social Sciences	12,953	18,165	21,135	25,488	46,500	38	23,762
	Other	14,726	18,165	18,700	26,000	49,547	8	25,344
	No Response	18,242	18,744	19,500	26,802	53,000	6	26,048
	Liberal Arts	14,500	18,600	24,600	29,300	35,350	17	24,170
	Foreign Languages	16,520	17,025	23,177	26,000	33,000	11	22,829
	Business, Economics	14,250	17,900	22,000	23,620	60,000	8	25,465
	English & Journalism	16,492	19,600	21,576	27,000	34,887	28	23,728
	Education	8,112	18,165	19,500	25,000	27,000	14	20,650
Public Library—Subj	Social Sciences	16,100	19,500	22,072	24,552	31,236	9	22,462

See item 8 of the questionnaire (pp. 71-74) for the complete spelling of the abbreviations used in the table.

15d. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Public Library—Subj	Liberal Arts	$15,644	$18,000	$22,214	$25,000	$28,000	8	$22,360
	English & Journalism	14,129	17,500	21,213	26,716	43,485	12	23,040
	Other	1,400	14,129	17,160	29,000	30,722	6	19,347
Public Library—Genl	Liberal Arts	15,644	17,000	18,738	26,000	35,100	8	22,895
	Social Sciences	14,352	17,900	20,160	24,000	30,307	7	21,665
	English & Journalism	12,910	18,320	23,889	27,000	42,500	11	24,494
Academic—Subj Dept	Social Sciences	14,159	17,500	21,000	26,712	34,033	58	21,869
	No Response	16,000	17,500	22,000	24,300	26,000	8	21,773
	English & Journalism	13,636	19,000	23,550	29,000	42,880	53	24,934
	Fine & Applied Arts	13,300	15,600	17,000	20,352	25,000	8	18,353
	Foreign Languages	9,508	14,574	20,000	26,000	33,324	21	20,495
	Law	25,000	26,000	47,200	48,880	54,000	7	41,869
	Liberal Arts	13,156	17,400	21,660	24,500	34,953	38	21,967
	Physical Sciences	17,248	20,650	23,500	30,400	40,114	29	25,598
	Earth Sciences	16,200	17,000	18,300	24,000	24,569	8	20,606
	Education	13,423	15,500	19,500	26,400	47,383	29	23,470
	Biomedical	14,833	17,284	24,000	29,400	38,933	29	23,719
	Business, Economics	15,000	19,764	25,000	33,050	60,000	14	27,942
	Other	14,000	17,500	21,660	30,600	39,500	16	24,315
Academic—Genl Campus	Biomedical	13,875	15,100	17,000	22,800	28,386	15	19,180
	Business, Economics	13,800	16,166	18,824	21,000	40,750	16	21,599
	Earth Sciences	1,020	18,853	20,239	24,000	34,252	10	20,858
	Education	13,674	20,000	22,000	24,400	38,592	22	23,268
	English & Journalism	13,385	18,050	23,654	29,000	40,816	45	24,382
	Fine & Applied Arts	13,600	19,000	22,400	22,920	40,000	11	23,681
	Foreign Languages	14,700	16,675	20,500	22,000	50,680	8	23,757
	Liberal Arts	14,111	15,548	18,900	23,300	40,865	19	21,853
	Physical Sciences	13,442	18,850	20,500	28,000	69,000	14	26,933
	Social Sciences	10,050	18,573	21,053	24,400	43,179	41	22,608
	Other	13,500	19,400	23,844	26,300	40,500	11	24,027
Nonprofit Org/Inst	English & Journalism	15,008	18,000	21,200	25,584	41,010	91	23,317
	Fine & Applied Arts	9,500	14,550	17,350	20,000	30,338	22	18,086
	Foreign Languages	10,920	17,600	21,000	26,500	43,100	30	23,368
	Liberal Arts	11,092	18,158	21,000	25,000	33,708	63	21,763
	Physical Sciences	18,800	21,600	26,400	33,000	41,810	20	28,390

Table 16c. Salary Distribution by Years of Library Experience in Canada

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$15,507	$21,000	$23,400	$27,120	$34,358	79	$24,080
6-10 Years	18,510	25,000	27,650	31,177	37,023	67	27,849
11-15 Years	19,019	26,000	30,000	33,966	45,616	31	30,908
16-20 Years	20,158	25,000	30,000	31,000	40,050	19	29,456
21-25 Years	29,000	29,000	37,250	40,000	53,340	9	37,882
26 Years or More	27,000	33,000	37,185	45,000	58,250	18	39,789
No Response	14,000	17,500	23,400	25,500	30,000	13	22,431

Table 16d. Salary Distribution by Years of Library Experience in United States

Library Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$12,160	$16,166	$19,289	$22,700	$30,750	891	19,855
6-10 Years	14,274	19,200	23,000	26,460	34,642	853	23,215
11-15 Years	15,779	21,405	25,488	30,400	40,402	527	26,528
16-20 Years	16,230	23,000	27,496	35,000	48,566	273	29,228
21-25 Years	18,058	24,200	27,800	33,000	50,824	132	30,096
26 Years or More	18,966	25,600	31,117	38,500	54,478	237	33,147
No Response	13,401	16,900	18,744	22,880	36,538	106	20,762

Table 16e. Salary Distribution by Total Years of Professional Experience in Canada

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$16,764	$20,800	$23,000	$26,000	$31,300	66	$23,411
6-10 Years	15,762	23,500	26,995	30,000	35,870	72	26,505
11-15 Years	18,829	24,958	28,900	32,105	41,154	32	29,248
16-20 Years	17,852	24,000	30,000	34,000	42,733	28	30,043
21-25 Years	29,000	29,800	34,200	37,250	53,340	11	35,848
26 Years or More	24,200	32,230	26,245	44,800	55,483	26	38,322

Table 16f. Salary Distribution by Total Years of Professional Experience in United States

Professional Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1–5 Years	$11,760	$16,000	$18,945	$22,000	$29,398	591	$19,355
6–10 Years	13,793	18,100	21,576	25,200	33,734	856	22,232
11–15 Years	14,588	20,000	23,500	28,000	37,779	600	24,333
16–20 Years	15,921	22,000	26,000	33,380	46,619	339	28,041
21–25 Years	15,759	22,896	26,500	31,236	46,476	209	28,009
26 Years or More	18,009	25,000	30,000	36,400	52,873	394	31,844
No Response	11,833	13,500	15,922	19,700	24,333	30	16,874

Table 17a. Salary Distribution by Total Years of Professional Experience for Men and Women in Canada

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1–5 Years	Female	$16,892	$21,000	$23,000	$26,000	$31,267	62	$23,492
	Male	16,000	16,000	20,100	21,000	31,500	4	22,150
6–10 Years	Female	15,089	23,500	26,700	30,000	34,978	62	26,320
	Male	19,800	22,894	27,400	30,000	40,000	10	27,652
11–15 Years	Female	18,829	24,000	28,685	32,105	41,154	29	28,825
	Male	30,000	30,000	32,000	32,000	38,000	3	33,333
16–20 Years	Female	17,528	25,000	30,000	34,000	43,100	24	30,500
	Male	18,500	18,500	23,000	33,500	34,200	4	27,300
21–25 Years	Female	29,600	29,800	34,200	38,000	53,340	10	36,339
	Male	30,940	30,940	30,940	30,940	30,940	1	30,940
26 Years or More	Female	23,300	30,575	35,700	40,000	49,399	19	35,805
	Male	36,245	36,245	42,000	56,500	60,000	5	47,014
	No Response	40,000	40,000	40,000	41,000	41,000	2	40,500
No Response	Female	13,475	13,475	13,475	13,475	13,475	1	13,475

Table 17b. Salary Distribution by Total Years of Professional Experience for Men and Women in United States

Total Professional Experience	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	Female	$11,828	$16,000	$18,876	$22,000	$27,727	519	$19,140
	Male	11,250	16,200	19,000	22,164	39,194	72	20,906
6-10 Years	Female	13,887	18,075	21,500	25,000	33,202	735	22,102
	Male	13,250	18,250	22,300	27,000	36,559	116	23,010
	No Response	15,250	15,250	26,000	27,500	31,600	5	23,370
11-15 Years	Female	14,423	20,000	23,000	27,300	36,888	520	23,944
	Male	15,799	22,000	25,776	30,714	40,905	77	26,705
	No Response	25,924	25,924	28,000	28,000	39,000	3	30,975
16-20 Years	Female	15,545	21,000	25,300	30,056	43,295	270	26,744
	Male	18,937	24,400	31,000	39,000	54,316	66	33,450
	No Response	19,000	19,000	24,400	24,400	34,000	3	25,800
21-25 Years	Female	15,344	22,000	26,000	31,000	41,942	155	27,025
	Male	17,992	24,000	29,000	33,000	56,174	54	30,832
26 Years or More	Female	17,765	24,569	29,500	34,500	49,500	282	30,328
	Male	18,796	27,496	33,000	43,666	58,115	110	35,718
	No Response	29,000	29,000	29,000	36,000	36,000	2	32,500
No Response	Female	11,833	13,220	16,347	19,200	24,000	27	16,752
	Male	14,000	14,000	15,922	15,922	24,000	3	17,974

Table 18a. Salary Distribution by Years with Present Employer in Canada

Years with Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
One Year	$16,169	$22,000	$24,500	$29,800	$37,197	39	$25,799
Two Years	15,121	21,790	25,500	29,000	35,070	37	25,504
Three Years	15,500	21,000	26,040	31,000	53,767	27	28,451
Four Years	19,840	23,000	26,000	29,250	35,232	18	26,318
Five Years	21,010	23,295	26,000	27,924	30,350	16	25,596
6-10 Years	16,781	25,000	29,285	33,400	42,698	49	28,990
11-15 Years	18,270	24,958	36,245	40,324	47,304	22	33,756
16-20 Years	23,000	27,000	31,000	40,000	42,200	9	32,776
21-25 Years	22,000	28,157	29,000	33,500	49,950	8	32,757
26 Years or More	19,000	23,600	30,575	33,000	45,000	8	30,984

Table 18b. Salary Distribution by Years with Present Employer for United States

Years with Present Employer	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Less than One Year	$12,380	$15,600	$18,500	$22,000	$29,620	60	$19,391
One Year	12,347	16,477	19,750	23,500	34,657	442	20,668
Two Years	12,810	17,000	20,000	24,000	32,940	426	20,969
Three Years	13,853	17,880	21,000	25,300	35,087	310	22,150
Four Years	12,611	18,826	21,300	25,000	38,400	238	22,777
Five Years	12,684	19,000	22,600	26,858	40,417	193	23,801
6–10 Years	15,137	20,800	24,900	29,869	43,243	624	25,936
11–15 Years	16,854	22,680	26,710	31,071	43,430	353	27,631
16–20 Years	17,461	23,500	27,496	35,000	51,077	169	30,008
21–25 Years	16,804	25,500	30,334	36,000	54,793	88	31,985
26 Years or More	18,092	23,550	30,000	36,000	51,286	112	31,131

Table 19a. Salary Distribution by Number of Employers for Canada

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
One Employer	$16,982	$22,000	$25,000	$30,000	$36,771	65	$25,946
Two Employers	15,964	22,000	24,000	30,000	38,002	70	25,752
Three Employers	17,948	26,300	29,000	32,000	44,509	42	29,846
Four Employers	21,272	25,000	29,000	31,000	48,996	29	30,821
Five Employers	23,295	29,800	35,500	37,250	41,000	11	34,089
Six Employers	21,211	26,000	27,000	28,157	38,000	7	28,619

Table 19b. Salary Distribution by Number of Employers for United States

Number of Employers	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
One Employer	$13,017	$18,000	$21,500	$27,000	$40,113	901	$23,136
Two Employers	13,294	18,800	22,500	26,710	38,032	871	23,289
Three Employers	14,464	19,500	23,500	28,824	42,047	581	24,953
Four Employers	14,206	20,126	25,138	31,117	48,211	323	26,968
Five Employers	15,154	20,000	25,000	30,524	44,655	144	26,649
Six Employers	15,828	20,000	24,750	30,648	49,353	77	26,926
Seven Employers	19,492	22,000	27,496	33,586	44,422	31	29,343
Eight Employers	17,278	23,500	35,000	32,000	56,067	28	29,245
Nine Employers	21,000	22,000	29,450	33,000	39,500	10	29,015
Ten or More	10,700	20,800	26,400	33,000	49,783	23	28,064
No Response	6,983	13,200	18,030	23,600	34,460	30	18,962

Table 20a. Distribution of Respondents by Race and Minority Group Categories for Canada

Category	Average Lowest 10%	25%	Median 50%	75%	Average Hignest 10%	Number	Average Mean
White	$16,783	$23,000	$27,400	$31,800	$43,907	223	$28,075
Asian, Pac Islander	19,056	22,000	25,000	26,200	33,500	7	25,778

Table 20b. Distribution of Respondents by Race and Minority Group Categories for United States

Category	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Asian, Pac Islander	$12,019	$20,376	$24,000	$29,016	$46,827	77	$25,963
Black	11,318	17,350	22,164	26,000	38,052	36	23,036
Hispanic	13,000	18,450	23,000	26,000	37,000	19	23,467
White	13,592	18,900	23,000	28,000	42,056	2,856	24,300
Other	15,680	20,000	24,000	29,200	42,578	14	24,937
No Response	18,000	21,736	25,000	28,282	49,660	12	27,161

Table 21a. Age Distribution of Respondents for Canada and United States

Age Group	1967	1970	1973	1976	1979	1982
20–29	8%	10%	16%	21%	20%	16%
30–39	21	18	21	24	32	40
40–49	32	32	27	23	19	19
50–59	30	29	27	25	21	18
60 & Over	8	10	9	7	7	6
No Response	1	1	< 1	≪ 1	1	1
	100%	100%	100%	100%	100%	100%

Table 21b. Salary Distribution by Age Group in Canada

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
20–29	$15,735	$21,000	$23,400	$25,836	$30,640	53	$23,269
30–39	16,740	23,000	27,000	31,000	39,366	104	27,386
40–49	17,327	23,000	29,800	34,200	44,935	36	30,035
50–59	21,150	27,000	32,230	40,000	53,824	35	34,437
60 & Over	21,816	23,500	33,267	35,700	40,000	7	31,504

Table 21c. Salary Distribution by Age Group in United States

Age Group	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
20–29	$12,434	$15,922	$18,870	$22,000	$28,223	463	$19,273
30–39	13,630	18,720	22,006	26,000	36,111	1,192	22,984
40–49	14,064	20,000	24,752	30,000	44,896	601	26,119
50–59	14,649	21,270	26,300	32,650	49,278	562	27,998
60 & Over	16,464	22,000	26,700	33,000	48,694	192	28,582
No Response	16,500	19,000	28,000	30,000	39,000	9	26,878

Table 22a. Employment Status, April 1, 1981–April 1, 1982 for Canada

Employed	199
Unemployed	19
Invalid Responses	18

Table 22b. Employment Status, April 1, 1981–April 1, 1982 for United States

Employed	2,697
Unemployed	205
Invalid Responses	283

Table 23a. Salary Distribution by Job Title for Canada

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	$21,522	$26,700	$30,000	$36,148	$49,172	85	$32,176
Asst/Section Head	18,600	22,894	30,000	31,800	39,500	23	28,863
Libr/Info Specialist	16,115	21,000	24,000	28,000	34,497	118	24,686
No Response	25,000	38,400	40,000	44,800	48,847	6	39,508

15d. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Nonprofit Org/Inst	Biomedical	$10,833	$16,000	$21,000	$28,000	$34,027	25	$22,503
	Business, Economics	15,000	18,300	22,381	30,100	34,792	25	23,703
	Philosophy & Religion	7,500	17,784	19,800	25,000	30,552	11	20,977
	Social Sciences	14,015	17,500	22,381	25,700	32,450	76	22,312
	Education	14,295	17,600	20,000	24,500	36,075	40	21,909
	Other	17,113	20,509	23,000	26,323	35,000	21	23,882
Mining Agric For Fis	Education	15,000	16,100	20,150	25,000	28,005	6	20,868
	English & Journalism	15,600	18,800	23,040	25,992	31,800	9	23,415
	Physical Sciences	22,200	25,000	30,000	30,000	48,000	7	30,479
Trans Pub Util Comm	Foreign Languages	18,000	21,000	25,680	27,500	35,460	9	25,571
	Liberal Arts	11,020	16,500	19,750	24,400	30,000	9	20,763
	Education	11,580	17,700	25,000	25,100	30,100	11	23,049
	English & Journalism	14,236	21,000	26,000	28,220	43,574	19	26,251
	Social Sciences	11,580	18,000	21,500	27,600	35,460	13	24,205
	No Response	13,800	20,904	22,000	24,196	31,300	10	22,620
Bank Finance Real Est	Business, Economics	17,000	22,000	25,000	28,800	38,000	9	26,967
	Education	1,470	15,000	18,000	22,000	30,420	10	18,043
	English & Journalism	15,060	19,500	21,600	25,000	36,000	25	23,349
	Fine & Applied Arts	15,000	19,000	20,956	32,000	36,400	6	24,601
	Foreign Languages	17,800	20,700	24,250	31,000	45,000	7	28,964
	Liberal Arts	16,800	19,520	22,707	25,000	36,250	19	23,994
	Social Sciences	12,500	15,000	18,500	22,700	27,800	12	19,584
	No Response	15,840	16,139	18,500	23,000	25,000	7	20,068
Accounting	Education	7,140	16,400	16,500	23,400	28,200	6	18,607
	English & Journalism	15,125	18,000	22,400	28,500	29,500	15	22,740
	Liberal Arts	14,800	16,200	18,000	21,800	36,000	7	21,143
	Social Sciences	13,000	15,800	17,700	23,000	28,200	6	19,383
Hosp Medical Services	Education	17,000	18,283	19,043	26,000	29,000	6	22,471
	English & Journalism	14,080	17,500	21,700	24,000	30,000	6	21,797
	Liberal Arts	14,500	15,860	19,500	21,000	24,000	8	19,306
	Biomedical	13,120	15,000	15,500	20,000	20,000	6	16 720
Engineer Archit Serv	Physical Sciences	19,200	22,800	29,000	33,000	45,000	11	29,413
	Social Sciences	14,500	18,100	19,500	22,680	26,602	18	20,399
	Education	14,000	20,000	20,000	23,500	28,500	10	21,150
	English & Journalism	13,099	17,750	20,000	26,000	31,219	26	21,582
	Fine & Applied Arts	14,523	15,000	19,500	21,500	28,000	9	20,111
	Foreign Languages	16,903	18,450	20,400	23,140	27,420	15	21,201

15d. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Engineer Archit Serv	Liberal Arts	$17,500	$18,800	$20,700	$23,000	$28,540	18	$21,335
	Other	12,000	13,200	18,000	21,500	27,000	9	19,118
Insurance	Education	15,788	17,000	20,500	24,000	25,500	8	20,971
	English & Journalism	18,000	20,900	21,300	24,340	27,248	11	22,439
	Social Sciences	11,425	16,500	22,000	24,000	29,900	19	21,477
	Liberal Arts	14,400	14,500	18,300	23,200	29,000	9	20,211
Advertising Market	Liberal Arts	1,950	13,500	17,000	19,000	25,000	7	16,493
	Social Sciences	18,500	25,000	26,500	27,000	28,000	6	25,333
	English & Journalism	16,000	21,000	25,300	26,000	46,000	13	27,831
Legal Services	Fine & Applied Arts	15,500	16,800	22,000	24,120	30,000	9	21,824
	Foreign Languages	10,000	16,620	19,000	26,400	35,000	9	21,752
	Law	21,280	24,000	30,000	31,200	58,000	10	30,756
	Liberal Arts	13,100	18,030	21,000	25,000	31,200	18	22,339
	Social Sciences	14,333	18,250	24,150	28,000	36,000	28	24,426
	English & Journalism	10,030	16,800	20,500	26,000	37,250	21	22,211
	No Response	16,500	16,500	17,500	24,000	30,000	6	21,167
Consulting Services	English & Journalism	14,850	18,600	22,000	24,000	31,500	20	22,155
	Fine & Applied Arts	13,500	13,500	17,000	19,500	35,100	7	20,533
	Foreign Languages	18,360	19,000	22,880	24,000	30,334	10	22,885
	Liberal Arts	11,750	15,000	20,000	25,000	27,000	16	20,213
	Education	18,300	19,250	23,300	27,678	36,400	11	25,179
	Social Sciences	16,250	19,500	21,500	27,500	36,000	20	24,130
Other Nonmanufact	Physical Sciences	13,000	22,800	25,120	28,350	42,000	6	26,478
	Social Sciences	16,000	18,460	19,830	23,000	29,300	12	21,108
	Liberal Arts	17,500	19,428	24,000	28,128	29,500	9	24,182
	English & Journalism	16,550	19,500	22,000	28,000	32,080	18	23,390
	Education	14,700	15,400	20,000	23,500	29,600	8	21,463
	Other	16,000	18,460	23,000	23,500	26,000	7	21,566
Newspaper Publicat	Social Sciences	17,450	22,154	31,000	46,382	73,000	20	34,891
	No Response	7,600	16,510	17,000	23,000	33,048	16	19,612
	Education	14,310	15,600	21,268	24,024	35,000	11	21,955
	English & Journalism	12,743	16,000	22,000	26,280	33,175	27	22,327
	Fine & Applied Arts	19,760	20,000	22,500	28,000	29,968	6	23,871
	Liberal Arts	13,500	15,600	18,200	23,875	40,000	18	20,538
	Other	12,000	15,600	18,000	24,600	31,200	6	20,400
Chemicals Allied Pd	Liberal Arts	12,948	14,000	22,300	35,000	37,200	9	24,594
	Physical Sciences	18,513	22,400	28,000	33,900	47,318	35	29,468

15d. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Chemicals Allied Pd	No Response	$14,796	$16,700	$17,380	$17,500	$28,500	7	$18,577
	Education	13,000	18,960	23,100	27,000	35,000	12	24,022
	Biomedical	19,000	20,500	23,000	27,000	40,000	10	25,058
	Social Sciences	15,600	21,000	22,000	27,780	31,000	8	24,438
	English & Journalism	15,213	19,864	21,200	26,000	30,110	19	22,706
	Other	19,864	20,200	25,000	25,100	29,700	7	23,809
Processed Foods	Physical Sciences	18,000	22,000	26,800	30,500	39,000	11	27,469
	Biomedical	17,500	21,300	25,000	26,800	40,000	7	26,371
Pharmaceuticals	Social Sciences	19,400	20,000	22,000	29,500	48,300	12	27,554
	Physical Sciences	18,800	20,400	32,000	33,120	48,750	16	31,531
	Biomedical	19,667	22,400	26,160	33,000	41,667	30	27,980
	Other	19,760	20,800	25,300	27,600	35,000	6	25,647
Petroleum Refining	Liberal Arts	21,100	23,000	28,000	30,000	32,000	7	27,286
	Physical Sciences	23,750	28,800	37,500	45,000	62,500	19	38,860
	Social Sciences	21,000	22,400	23,420	30,000	52,000	8	28,528
	English & Journalism	19,000	19,548	22,400	26,880	35,000	13	23,729
Metals Metal Prod	Business, Economics	12,000	15,000	26,000	29,000	35,000	9	24,627
	English & Journalism	18,876	20,000	23,430	26,500	36,500	7	25,729
Office Comp Acct Mac	English & Journalism	20,000	22,944	28,000	29,200	37,380	7	27,537
	Liberal Arts	20,400	20,700	26,000	29,500	40,000	7	27,886
	Social Sciences	23,400	24,000	24,000	29,500	31,000	6	26,383
Electrical Equip Sup	Education	16,000	18,000	23,900	28,200	33,000	6	24,017
	Liberal Arts	12,000	16,536	23,280	25,140	30,000	7	22,064
	Other	18,000	18,000	24,100	25,000	28,380	8	23,160
Motor Vehicle Equip	Liberal Arts	21,400	27,000	32,266	35,000	43,000	7	31,952
Aircraft Aerospace	Social Sciences	16;500	17,940	28,273	28,500	35,204	7	26,917
Other Manufacturing	Liberal Arts	16,800	19,800	22,000	26,800	34,500	12	23,961
	Physical Sciences	19,400	25,000	29,500	37,944	47,000	11	31,931
	Social Sciences	12,700	20,000	23,000	25,500	30,000	12	23,012
	Education	12,900	16,500	17,200	22,750	30,000	6	20,225
	English & Journalism	13,200	18,500	21,430	22,000	31,000	11	21,535
	Foreign Languages	17,200	17,900	21,430	22,000	24,000	7	20,897
	No Response	15,834	22,000	22,006	26,000	30,000	6	23,207
Not Otherwise Specif	Foreign Languages	18,000	18,740	29,000	30,000	44,016	7	27,158
	Liberal Arts	16,250	20,000	27,000	30,000	40,000	12	26,182
	Physical Sciences	20,400	27,000	34,320	45,000	65,000	6	37,820
	Social Sciences	6,000	18,000	24,000	28,000	37,200	9	23,189

15d. *Continued*

Type of Institution	Degree	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Not Otherwise Spec	Business, Economics	$13,104	$20,165	$24,000	$42,060	$42,500	6	$28,555
	English & Journalism	14,547	18,608	22,700	35,000	49,750	15	27,971
	No Response	13,500	16,515	20,000	23,000	52,000	7	24,145
Multiple Responses	Education	17,000	18,928	19,300	32,000	47,300	6	25,821
	English & Journalism	12,600	16,000	18,800	20,000	27,500	11	18,975
	Social Sciences	12,900	14,000	22,439	25,000	35,500	10	21,774
	No Response	18,500	21,200	23,500	31,000	33,792	6	25,965

Table 16a. Salary Distribution by Years of Other Professional Experience in Canada

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$16,106	$22,000	$25,200	$30,300	$41,296	95	$26,506
6-10 Years	21,000	23,000	30,940	36,148	42,200	13	30,722
11-15 Years	23,600	23,750	34,200	35,700	48,847	7	33,747
No Response	17,175	23,400	28,000	32,230	45,118	117	28,628

Table 16b. Salary Distribution by Years of Other Professional Experience in United States

Other Experience	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
1-5 Years	$13,478	$18,700	$22,700	$27,496	$41,121	1,513	$23,882
6-10 Years	14,586	19,750	23,300	28,135	41,009	248	24,726
11-15 Years	14,542	20,650	25,800	31,071	49,263	93	27,490
16-20 Years	17,560	23,000	30,000	32,100	51,780	46	29,612
21-25 Years	18,925	22,072	25,776	29,700	40,790	20	27,003
26 Years or More	14,551	20,000	26,000	30,722	40,179	20	26,248
No Response	13,075	18,840	23,000	28,048	42,422	1,078	24,309

Table 23b. Salary Distribution by Job Title for United States

Job Title	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	$16,245	$22,750	$27,500	$34,000	$49,158	886	$29,123
Asst/Section Head	13,822	18,900	23,500	27,600	39,087	399	24,067
Libr/Info Specialist	13,086	18,000	21,000	25,000	34,089	1,650	21,835
Support Staff	7,480	13,500	15,680	20,000	28,240	35	16,974
Multiple Responses	11,490	13,300	19,000	23,400	32,000	8	19,933
No Response	16,588	22,000	30,000	36,000	56,870	41	31,585

Table 23c. Salary Distribution by Job Titles Within Major Regions in Canada

Job Title	Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Canada (No SMSA)	$26,700	$27,772	$29,232	$36,245	$40,324	9	$32,197
	Montreal	21,688	27,900	29,800	32,000	47,475	20	31,372
	Ottawa	26,400	31,000	33,400	38,463	60,000	10	36,360
	Toronto	20,250	25,000	29,285	36,000	49,900	42	31,075
	Victoria-Vancouver	31,000	31,000	36,000	38,000	44,000	4	37,250
Asst/Section Head	Canada (No SMSA)	21,859	21,859	28,500	29,250	31,800	5	27,971
	Montreal	22,300	22,894	30,448	33,280	38,000	8	29,828
	Ottawa	30,940	30,940	30,940	34,500	34,500	2	32,720
	Toronto	17,700	19,499	26,000	30,000	34,440	7	25,563
	Victoria-Vancouver	41,000	41,000	41,000	41,000	41,000	1	41,000
Libr/Info Specialist	Canada (No SMSA)	15,500	23,000	24,324	29,300	36,282	20	26,246
	Montreal	15,000	19,800	23,000	26,995	32,500	22	23,368
	Ottawa	21,000	23,500	27,000	30,000	33,270	7	27,577
	Toronto	16,246	20,800	23,295	27,000	34,108	60	24,081
	Victoria-Vancouver	17,500	21,000	26,200	27,540	35,000	9	26,226

Table 23d. Salary Distribution by Job Title Within Census Regions of United States

Job Title	Census Region	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Pacific	$17,554	$24,000	$29,000	$33,670	$45,950	139	$29,699
	East South Central	20,150	25,300	29,000	37,200	49,810	16	32,456
	Middle Atlantic	16,772	24,000	28,800	35,000	50,315	226	30,096
	South Atlantic	17,892	24,100	27,500	34,706	52,262	150	30,528
	East North Central	17,372	22,700	26,400	32,000	45,768	151	28,344
	New England	15,409	21,000	26,300	33,500	50,934	63	28,327
	West South Central	16,127	20,800	25,000	31,000	54,200	57	28,088
	West North Central	12,805	18,600	24,000	30,216	44,520	48	25,890
	Mountain	18,573	20,000	22,500	27,496	37,267	27	24,891
Asst/Section Head	East South Central	14,500	18,616	24,300	26,000	34,000	13	23,974
	South Atlantic	13,179	18,000	24,000	31,000	41,560	72	24,952
	Pacific	13,996	20,375	24,000	28,380	37,703	67	25,018
	New England	13,047	18,400	23,950	25,000	30,177	30	22,280
	West North Central	14,290	18,945	23,950	26,929	32,500	23	23,086
	Mountain	19,200	22,300	23,500	25,000	33,400	11	24,301
	Middle Atlantic	14,256	18,600	23,000	28,000	41,827	89	24,391
	East North Central	14,059	18,190	21,860	26,000	36,500	69	23,018
	West South Central	14,125	17,900	20,950	27,315	45,750	22	24,403
Libr/Info Specialist	Pacific	14,499	19,100	22,28[illegible]	25,924	33,546	269	22,810
	Middle Atlantic	12,849	17,650	21,300	25,000	32,751	372	21,764
	South Atlantic	12,984	18,000	21,000	26,000	39,542	260	22,838
	East North Central	13,050	17,500	20,500	25,000	33,619	293	21,485
	West North Central	12,184	17,500	20,384	24,000	27,861	90	20,490
	New England	12,557	17,200	20,000	23,500	32,386	127	20,846
	West South Central	13,209	18,000	20,000	23,950	32,630	119	21,317
	East South Central	13,173	16,562	20,000	24,900	28,960	26	20,925
	Mountain	14,837	17,300	19,600	23,264	33,627	83	21,039
Support Staff	Pacific	17,000	17,600	17,600	29,800	30,360	6	22,060
	East North Central	13,500	14,600	15,500	18,000	25,800	7	17,457
	West South Central	1,020	13,104	14,700	20,400	26,000	8	15,753

Table 24a. Salary Distribution by Job Title for Men and Women in Canada

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Female	$20,850	$26,600	$29,800	$35,500	$46,579	74	$31,178
	Male	25,000	31,500	36,245	40,324	60,000	11	38,888
Asst/Section Head	Female	18,600	21,859	29,250	31,000	34,320	17	27,534
	Male	22,894	22,894	30,940	34,500	38,000	5	30,956
	No Response	41,000	41,000	41,000	41,000	41,000	1	41,000
Libr/Info Specialist	Female	16,152	21,816	24,000	28,000	34,588	107	24,814
	Male	16,000	19,800	21,000	27,400	33,500	11	23,435
Support Staff	Female	11,232	11,232	11,232	13,250	13,250	2	12,241
Multiple Responses	Female	29,500	29,500	29,500	32,000	32,000	2	30,750
No Response	Female	25,000	25,000	40,000	44,800	48,847	5	39,409
	Male	40,000	40,000	40,000	40,000	40,000	1	40,000

Table 24b. Salary Distribution by Job Title for Men and Women in United States

Job Title	Sex	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Manager	Female	$16,135	$22,000	$26,000	$32,000	$45,186	702	$27,709
	Male	17,441	26,000	33,000	41,268	56,959	181	34,569
	No Response	25,924	25,924	29,000	29,000	39,000	3	31,308
Asst/Section Head	Female	13,689	18,616	23,000	27,480	38,215	317	23,755
	Male	14,374	20,000	24,000	29,530	42,576	79	25,294
	No Response	16,500	16,500	26,000	26,000	31,600	3	24,700
Libr/Info Specialist	Female	13,034	17,940	21,000	24,784	32,710	1,423	21,506
	Male	13,394	18,400	22,378	28,090	40,646	221	23,804
	No Response	15,250	24,400	27,500	34,000	36,000	6	27,525
Support Staff	Female	5,973	13,104	15,000	18,000	28,987	32	16,437
	Male	18,300	18,300	24,000	24,000	25,800	3	22,700
Multiple Responses	Female	13,300	16,000	20,364	24,000	32,000	6	21,511
	Male	11,400	11,400	11,400	11,400	11,400	1	11,400
	No Response	19,000	19,000	19,000	19,000	19,000	1	19,000
No Response	Female	15,818	21,000	28,000	33,000	46,327	28	28,722
	Male	18,900	27,000	34,185	43,000	78,000	13	37,749

Table 25a. Salary Distribution by Budget Range in Canada

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	$12,616	$18,500	$20,800	$24,000	$27,840	22	$21,026
$25,000–49,999	17,500	20,180	23,000	25,836	32,233	33	23,555
$50,000–74,999	21,895	23,000	25,000	27,000	36,832	23	26,235
$75,000–99,999	16,000	21,000	27,000	28,895	34,195	26	25,530
$100,000–250,000	20,971	25,000	29,300	32,500	39,710	68	29,582
Above $250,000	21,593	28,900	31,000	38,463	53,110	50	33,939
No Response	13,250	17,900	27,540	40,000	48,847	14	29,940

Table 25b. Salary Distribution by Budget Range in United States

Budget Range	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	$10,336	$15,000	$17,700	$20,700	$28,043	273	$18,208
$25,000–49,999	12,178	16,956	19,500	22,378	29,538	368	19,790
$50,000–74,999	14,178	18,720	22,500	25,500	31,873	327	22,432
$75,000–99,999	15,216	19,634	22,164	25,138	31,351	252	22,689
$100,000–250,000	15,308	20,755	24,400	29,000	36,944	643	24,981
Above $250,000	15,277	21,600	27,000	34,200	49,992	876	28,970
No Response	13,150	18,300	22,524	27,500	43,482	280	24,054

Table 26a. Salary Distribution by Budget Range with Organizational Entity in Canada

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Library	$11,232	$18,500	$20,488	$22,000	$26,995	12	$20,154
	Information Center	16,500	17,000	24,000	25,000	28,685	8	22,903
$25,000–49,999	Library	16,750	20,160	21,816	25,000	32,500	22	22,901
	Other	22,000	22,000	23,750	25,836	31,700	6	25,131
$50,000–74,999	Library	21,895	23,400	26,000	28,000	36,832	19	26,863
$75,000–99,999	Library	18,000	20,500	27,000	28,100	35,293	19	25,929
$100,000–250,000	Library	20,560	24,799	29,000	31,800	39,005	49	28,796
	Information Center	24,000	25,000	29,500	34,200	38,000	9	30,190
	Other	21,000	30,300	32,000	36,245	42,000	10	32,884
Above $250,000	Library	21,366	27,400	31,000	36,000	51,565	37	33,176
	Information Center	22,500	28,446	30,300	41,000	53,340	10	34,199
No Response	Library	13,250	13,475	24,000	27,540	35,000	9	22,590

Table 26b. Salary Distribution by Budget Range with Organizational Entity in United States

Budget Range	Organizational Entity	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Library	$10,696	$15,500	$17,350	$20,056	$27,038	181	$17,941
	Information Center	13,250	15,000	19,760	22,000	26,750	36	19,444
	Other	7,294	14,400	18,000	22,000	30,494	53	18,539
$25,000–49,999	Library	12,038	16,500	19,044	22,000	28,788	272	19,444
	Information Center	11,140	18,000	20,000	22,800	32,723	52	20,638
	Other	15,085	17,500	20,126	23,500	31,046	40	21,291
$50,000–74,999	Library	13,804	18,600	21,696	25,000	31,843	244	22,110
	Information Center	16,508	21,000	24,000	26,858	31,967	56	24,105
	Other	13,200	17,500	19,680	24,000	31,734	22	21,294
$75,000–99,999	Library	14,920	19,500	22,000	25,138	31,342	183	22,561
	Information Center	16,833	19,520	23,000	25,000	28,790	28	22,660
	Other	16,104	20,000	23,000	25,739	33,338	34	23,603
$100,000–250,000	Library	14,899	20,400	24,000	28,380	35,725	453	24,593
	Information Center	17,908	22,320	25,000	30,000	39,275	142	26,596
	Other	13,449	17,600	22,250	27,830	37,245	43	23,390
Above $250,000	Library	14,626	21,000	26,200	33,000	48,289	669	27,936
	Information Center	19,439	24,500	29,800	38,500	50,877	125	31,706
	Other	17,467	23,400	31,071	42,500	56,108	77	33,278
No Response	Library	12,912	17,500	20,400	25,656	38,057	159	22,298
	Information Center	13,767	18,500	22,524	26,000	30,417	32	22,395
	Other	13,874	20,000	26,800	31,996	51,582	82	27,762

Table 27a. Salary Distribution by Budget Range with Type of Institution in Canada

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$100,000–250,000	Federal Government	$17,700	$27,772	$30,000	$36,148	$40,324	6	$30,869
	Other Government	23,000	24,324	26,676	29,300	32,489	10	27,096
	Nonprofit Org/Inst	21,000	25,200	28,200	34,888	38,000	7	30,184
Above $250,000	Federal Government	28,900	30,000	31,000	33,400	38,463	7	32,458
	Other Government	23,834	28,446	30,000	33,500	56,500	8	33,511
	Public Library—Subj	21,211	21,211	21,211	21,211	21,211	1	21,211
	Public Library—Genl	44,000	44,000	44,000	60,000	60,000	2	52,000
	Academic—Subj Dept	19,499	19,499	27,400	27,400	35,500	3	27,466
	Academic—Genl Campus	22,894	24,000	26,500	37,250	44,000	8	31,237
	Nonprofit Org/Inst	22,500	33,500	33,966	40,000	44,000	6	34,694

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

Table 27b. Salary Distribution by Budget Range With Type of Institution in United States

Range	Type of Institution*	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Other Manufacturing	$12,900	$16,500	$22,000	$22,006	$23,400	6	$19,801
	Not Otherwise Specif	13,500	14,000	16,250	17,000	18,000	6	15,941
	Consulting Services	12,407	16,740	20,350	23,875	31,000	29	20,820
	Other Nonmanufact	13,000	16,000	16,000	16,000	20,521	7	16,332
	Engineer Archit Serv	13,300	16,000	18,460	21,300	27,750	22	19,158
	Insurance	11,350	11,500	14,400	18,100	24,000	8	16,046
	Advertising Market	1,950	13,500	17,000	18,720	25,000	8	16,146
	Academic—Subj Dept	14,000	14,400	15,360	17,500	22,930	14	16,489
	Academic—Genl Campus	12,600	14,500	15,000	19,400	22,000	6	17,012
	Nonprofit Org/Inst	9,770	15,000	17,000	20,000	24,162	52	17,114
	Trans Pub Util Comm	11,020	16,200	19,000	20,000	30,400	12	19,959
	Bank Finance Real Est	1,470	15,600	17,300	18,000	25,000	7	16,817
	Accounting	12,100	13,000	15,000	18,000	18,500	6	15,400
	Newspaper Publicat	10,920	12,000	15,600	18,000	21,000	9	15,313

**See item 8 of the questionnaire (pp. 71–74) for the complete spelling of the abbreviations used in the table.*

27b. *Continued*

Range	Type of Institution	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Under $25,000	Chemicals Allied Pd	$14,000	$17,160	$17,380	$22,000	$23,100	6	$18,917
	Federal Government	15,000	15,900	19,477	21,600	29,068	9	19,545
	Other Government	11,056	16,536	18,444	20,200	27,901	15	18,983
	Multiple Responses	3,000	13,500	15,500	19,300	27,000	6	15,883
$25,000–49,999	Other Manufacturing	16,800	17,200	19,200	22,000	37,944	14	21,308
	Not Otherwise Specif	16,515	18,000	18,608	20,000	27,000	6	19,811
	Multiple Responses	14,000	14,140	17,000	20,000	24,000	8	18,518
	Academic—Subj Dept	10,473	14,800	17,500	19,764	23,659	26	17,167
	Academic—Genl Campus	700	5,400	19,500	19,776	25,000	7	15,309
	Nonprofit Org/Inst	12,508	16,000	18,500	23,000	34,464	55	20,076
	Hosp Medical Service	13,120	15,860	17,500	21,500	24,000	9	18,424
	Engineer Archit Serv	12,890	17,056	19,000	21,108	26,610	31	19,406
	Insurance	13,000	16,000	16,800	19,800	22,600	10	17,976
	Advertising Market	15,387	19,000	20,500	22,500	23,000	6	20,398
	Newspaper Publicat	14,000	16,000	16,956	19,000	21,800	14	17,489
	Chemicals Allied Pd	12,948	17,300	19,500	24,250	26,400	10	20,735
	Processed Foods	12,500	18,000	19,000	27,000	27,612	10	20,931
	Federal Government	15,922	19,500	20,126	25,924	40,000	16	23,849
	Other Government	14,375	17,025	19,500	23,000	26,000	24	20,152
	Trans Pub Util Comm	13,886	20,100	21,446	22,556	27,860	15	21,648
	Bank Finance Real Est	12,000	15,180	19,500	20,700	28,800	13	19,162
	Consulting Services	13,500	17,000	20,000	22,880	24,400	18	19,666
	Other Nonmanufact	14,850	18,000	20,000	21,000	27,800	19	20,237
	Metals Metal Prod	10,700	18,876	21,000	22,800	29,000	7	21,197
	Electrical Equip Sup	13,936	14,300	19,300	22,378	28,217	9	19,581
$50,000–74,999	Nonprofit Org/Inst	14,920	18,500	21,000	24,440	30,300	51	21,807
	Mining Agric For Fis	15,600	18,800	22,000	26,520	30,000	10	22,559
	Trans Pub Util Comm	18,000	22,000	23,400	25,000	27,500	12	23,660
	Bank Finance Real Est	14,700	21,000	22,000	25,000	27,800	10	22,184
	Accounting	7,140	14,800	15,000	18,600	29,500	8	17,028
	Hosp Medical Service	18,200	18,283	20,600	21,000	25,500	9	20,842
	Engineer Archit Serv	14,500	20,700	21,696	23,500	28,250	19	22,112
	Insurance	16,000	18,900	21,600	22,500	24,250	9	21,061
	Advertising Market	16,000	18,000	18,500	22,000	27,000	6	20,417
	Other Manufacturing	12,700	15,834	21,000	26,800	31,500	9	21,837
	Not Otherwise Specif	22,000	22,700	23,000	27,180	30,000	6	24,813

27b. *Continued*

Range	Type of Institution	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$50,000–74,999	Multiple Responses	$12,900	$17,000	$24,192	$26,520	$36,000	6	$23,685
	Federal Government	18,489	24,352	25,138	28,000	37,007	17	26,339
	Other Government	15,531	18,165	19,697	23,000	27,570	23	20,456
	Newspaper Publicat	1,200	16,800	23,000	23,875	30,524	11	20,721
	Chemicals Allied Pd	15,825	18,960	22,000	26,000	33,000	13	23,093
	Federal Government	17,500	20,775	24,000	25,739	33,507	21	24,223
	Academic—Subj Dept	14,000	16,000	23,920	24,750	27,554	17	21,293
	Electrical Equip Sup	18,200	18,500	23,400	24,000	28,200	7	22,843
	Consulting Services	13,500	19,240	23,000	27,400	30,334	13	22,983
	Other Nonmanufact	17,000	18,600	23,000	26,000	35,000	12	23,457
	Legal Services	10,000	16,500	18,240	23,500	26,400	14	19,446
$75,000–99,999	Hosp Medical Service	16,000	16,700	20,000	21,000	22,785	6	19,414
	Engineer Archit Serv	18,000	18,400	21,480	24,000	27,000	9	21,931
	Insurance	17,000	17,500	18,300	24,000	28,000	6	21,317
	Legal Services	13,300	20,280	22,100	23,000	30,000	12	22,402
	Consulting Services	17,000	18,000	25,600	28,000	37,000	8	25,285
	Newspaper Publicat	16,900	20,000	21,000	23,000	23,400	6	21,076
	Chemicals Allied Pd	13,000	15,600	25,000	25,000	29,750	11	21,786
	Other Manufacturing	13,200	19,400	22,000	29,230	30,000	8	23,845
	Not Otherwise Specif	13,104	18,000	20,000	28,000	29,500	6	22,301
	Academic—Subj Dept	15,233	20,500	21,634	22,778	28,167	25	21,695
	Academic—Genl Campus	17,050	18,100	19,500	21,000	22,000	6	19,708
	Nonprofit Org/Inst	16,330	19,000	21,780	24,984	30,521	51	22,386
	Mining Agric For Fis	21,000	21,000	21,576	23,000	25,000	6	22,346
	Trans Pub Util Comm	22,000	24,196	26,800	30,000	30,100	6	26,783
	Other Government	19,436	20,000	23,177	29,300	33,000	10	24,766
$100,000–250,000	Aircraft Aerospace	15,120	22,000	28,273	35,204	36,088	10	27,699
	Other Manufacturing	18,870	22,000	23,000	28,600	39,000	14	24,854
	Not Otherwise Specif	20,400	24,000	31,000	33,300	42,060	8	30,291
	Multiple Responses	16,000	20,000	22,320	30,000	32,000	14	24,422
	Federal Government	17,092	22,073	26,710	30,129	37,071	57	26,793
	Other Government	15,426	17,000	24,400	26,000	45,000	20	24,458
	Public Library—Subj	9,500	21,860	24,500	29,000	29,614	7	23,929
	Consulting Services	15,000	21,000	24,000	28,750	36,400	12	25,996
	Other Nonmanufact	7,000	21,008	24,000	28,600	35,000	12	24,118
	Legal Services	16,680	21,000	24,000	30,000	40,320	50	25,824
	Academic—Subj Dept	13,409	18,560	22,000	25,716	34,439	60	22,506

27b. *Continued*

Range	Type of Institution	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
$100,000–250,000	Academic—Genl Campus	$13,747	$18,050	$20,500	$23,600	$30,594	27	$21,124
	Nonprofit Org/Inst	13,623	19,000	23,500	26,500	32,235	82	23,297
	Mining Agric For Fis	19,240	23,040	25,992	26,000	35,000	8	26,490
	Trans Pub Util Comm	18,000	21,160	26,000	30,648	39,200	13	27,241
	Bank Finance Real Est	16,400	19,500	23,000	28,000	35,800	26	24,202
	Accounting	18,500	21,000	22,400	23,500	36,000	9	24,044
	Hosp Medical Service	14,080	20,800	23,500	25,500	31,000	8	23,385
	Engineer Archit Serv	19,100	19,500	22,250	26,100	41,700	16	25,597
	Insurance	17,200	21,300	24,350	27,000	31,150	18	24,190
	Advertising Market	20,500	25,000	26,000	27,000	41,000	7	27,543
	Newspaper Publicat	16,525	18,720	22,100	28,080	33,100	19	23,942
	Chemicals Allied Pd	16,033	21,000	25,100	30,600	36,900	43	25,932
	Processed Foods	22,020	24,000	29,600	32,000	45,000	8	30,497
	Pharmaceuticals	18,050	21,700	25,300	29,900	35,500	24	25,953
	Petroleum Refining	18,965	19,760	27,200	30,000	35,500	13	27,004
	Rubber Plastics Cerm	17,400	23,999	24,300	28,000	36,480	11	26,289
	Metals Metal Prod	24,000	25,000	26,000	28,500	32,000	7	27,357
	Office Comp Acct Mac	24,000	25,000	25,236	29,500	42,000	6	29,156
	Electrical Equip Sup	17,060	23,280	24,600	27,000	33,500	15	25,122
Above $250,000	Office Comp Acct Mac	23,566	28,000	30,000	37,380	50,000	10	32,725
	Legal Services	17,758	24,500	30,300	33,500	38,000	15	29,108
	Aircraft Aerospace	13,200	28,000	34,000	42,000	44,000	14	33,643
	Other Manufacturing	22,000	25,500	30,000	42,500	47,000	14	32,274
	Not Otherwise Specif	15,150	20,500	30,000	40,000	58,500	15	33,059
	Multiple Responses	14,800	19,680	23,400	31,750	41,400	15	26,098
	Public Library—Subj	11,818	19,700	22,500	27,000	36,186	36	23,570
	Public Library—Genl	11,631	18,564	24,000	27,000	42,933	28	24,694
	Academic—Subj Dept	14,798	19,000	24,600	31,500	45,875	128	26,599
	Academic--Genl Campus	13,052	18,100	22,300	27,838	45,501	137	24,226
	Nonprofit Org/Inst	17,048	22,381	27,000	33,400	42,381	75	28,554
	Mining Agric For Fis	20,950	21,000	21,120	30,360	48,000	6	28,239
	Trans Pub Util Comm	18,824	28,100	28,500	31,300	56,500	10	31,168
	Bank Finance Real Est	18,864	21,920	25,000	36,900	41,000	26	28,890
	Accounting	15,800	23,750	24,000	28,200	33,750	7	25,571
	Newspaper Publicat	19,525	24,600	27,800	39,000	61,330	18	32,808
	Chemicals Allied Pd	19,245	24,960	29,220	36,100	49,713	41	30,980

27b. *Continued*

Range	Type of Institution	Average Lowest 10%	25%	Median 50%	75%	Average Highest 10%	Number	Average Mean
Above $250,000	Processed Foods	$21,300	$21,500	$27,000	$37,600	$40,000	9	$30,322
	Pharmaceuticals	19,667	26,160	32,820	39,000	48,600	34	32,571
	Petroleum Refining	21,633	26,844	34,500	44,000	67,667	34	36,577
	Federal Government	20,035	26,710	31,071	40,546	54,651	107	34,378
	Other Government	18,010	23,000	25,670	31,200	52,849	31	29,919
	Engineer Archit Serv	15,340	24,000	25,000	30,456	33,000	10	26,296
	Insurance	14,500	24,340	25,600	27,248	30,200	10	25,099
	Advertising Market	16,500	19,000	26,500	42,000	46,000	9	29,764
	Other Nonmanufact	18,460	21,048	24,200	27,600	42,000	11	26,219
No Response	Pharmaceuticals	19,300	20,000	22,600	25,560	27,600	8	23,020
	Petroleum Refining	19,548	25,000	27,100	31,000	45,480	10	29,671
	Not Otherwise Specif	10,547	20,000	27,000	35,000	51,500	23	28,189
	Legal Services	9,700	15,200	17,000	18,030	25,000	11	17,209
	Federal Government	19,888	24,352	31,000	33,586	46,146	25	30,278
	Other Government	14,726	18,000	18,744	28,135	60,000	8	29,418
	Newspaper Publicat	14,200	15,000	22,000	27,000	30,000	10	21,530
	Chemicals Allied Pd	19,000	20,000	22,000	27,000	35,000	7	24,452
	Trans Pub Util Comm	11,580	18,000	21,500	26,808	27,700	10	21,514
	Bank Finance Real Est	12,500	15,000	18,000	19,500	30,000	12	18,888
	Accounting	15,250	16,200	18,495	20,000	28,500	9	19,572
	Engineer Archit Serv	12,000	18,100	19,000	24,752	33,500	9	21,757
	Academic—Subj Dept	13,767	18,500	21,834	26,712	42,733	28	24,496
	Academic—Genl Campus	13,500	14,700	15,900	21,053	38,640	12	20,188
	Nonprofit Org/Inst	11,383	17,600	19,264	26,000	38,196	26	22,120
	Consulting Services	15,100	17,500	20,500	24,752	48,750	17	23,479
	Other Nonmanufact	16,300	20,000	24,000	25,500	30,004	9	23,676

Seventh SLA Salary Survey

The Association continues to be aware of the need for current salary and employment data. The Board of Directors has once again appropriated funds for this survey. On the advice of the Advisory Council in 1972, Salary Surveys are now at 3-year intervals. SLA Salary Surveys have been conducted in 1979, 1976, 1973, 1970, 1967 and 1959.

In 1979, there was a 53% return of the questionnaire. Let us have an even higher return this year. The more complete the returns, the more meaningful will be the resultant summaries.

This year the questionnaire includes questions on the library budget, on industry type, and on job titles. This additional information should be especially useful in preparing salary recommendations.

The objectives of the SLA Salary Surveys has been to collect systematic salary data for the information of employers, employees, students, and guidance counselors.

It has become apparent that triennial survey information is not adequate for the intervening years. Therefore, this 1982 questionnaire has been modified in such a way that sampling surveys in both 1983 and 1984 can be used to obtain statistically valid data for these intervening years without the expense of a total survey each year. Some questions used in past surveys have been modified or omitted because past experience has shown such questions to be so minutely subdivided that they do not result in meaningful data.

The deadline for return of the 1982 questionnaire is May 14, 1982. We plan to process the data during the early summer. A preliminary report of the findings will appear in the October issue of *Special Libraries*. Comprehensive results of the survey will appear later in the year as a separate publication. The publication will contain salary breakdowns by industry, by geographic region, by administrative responsibility, and by budget size. The analysis will also report separate figures for the United States and Canada.

We hope to reach all of our members by including this questionnaire in the *SpecialList*. It is very important that each member of SLA complete the questionnaire, detach it from the SpecialList, and mail it to the Association office:

Special Libraries Association
Salary Survey
235 Park Avenue South
New York, New York 10003

Thank you for your cooperation.

1. Geographical area of employment
U.S. (including APOs, P.R., V.I.)

Indicate the geographical area in which you are employed by checking either: (1) the Standard Metropitan Statistical Area or (2) the broad geographical census region if your metropolitan area is not listed.
Do not check more than one box.

NEW ENGLAND	☐	6-01
(Me., N.H., Vt., Mass., R.I., Ct.)		
Boston; Lowell; Brockton	☐	-02
Hartford; Springfield—Chicopee—Holyoke	☐	-03
New Haven; Bridgeport; Norwalk; Stamford	☐	-04
MIDDLE ATLANTIC	☐	6-11
(N.Y., N.J., Pa.)		
New York City (Nassau, Suffolk, Westchester & Rockland)	☐	-12
Newark, N.J. (Essex, Morris & Union); Jersey City; Paterson—Clifton—Passaic; Middlesex; Somerset	☐	-13
Philadelphia—Camden; Trenton; Reading; Lancaster	☐	-14
Albany—Schenectady—Troy	☐	-15
Syracuse; Utica—Rome	☐	-16
Buffalo; Rochester, N.Y.	☐	-17
Pittsburgh; Johnstown; Altoona	☐	-18
SOUTH ATLANTIC	☐	6-21
(Del., Md., D.C., Va., W.Va., N.C., S.C., Ga., Fla., P.R.)		
Baltimore, Md.; Wilmington, Del.—N.J.—Md.	☐	-22
Washington, D.C.—Md.—Va.	☐	-23
Richmond, Va.	☐	-24
Durham; Raleigh; Greensnboro—Winston Salem	☐	-25
Atlanta	☐	-26
EAST SOUTH CENTRAL	☐	6-31
(Ky., Tenn., Ala., Miss.)		
Knoxville; Nashville	☐	-32
Huntsville; Birmingham; Tuscaloosa; Gadsden	☐	-33
EAST NORTH CENTRAL	☐	6-41
(Ohio, Ind., Ill., Mich., Wis.)		
Chicago; Gary—Hammond—East Chicago	☐	-42
Cincinnati; Dayton; Hamilton; Columbus	☐	-43
Cleveland; Akron; Canton; Youngstown—Warren	☐	-44
Detroit; Flint; Kalamazoo; Jackson; Ann Arbor	☐	-45
Milwaukee; Racine	☐	-46
Indianapolis; Lafayette—West Lafayette; Anderson—Muncie	☐	-47
Peoria; Bloomington—Normal; Champaign—Urbana	☐	-48

Ignore the numbers next to the boxes—they are for data-processing purposes only.

1. (continued)

WEST NORTH CENTRAL	6-51
(Minn., Ia., Mo., N.D., S.D., Nebr., Kan.)	
Kansas City; St. Joseph	-52
Minneapolis—St. Paul	-53
St. Louis, Mo.—Ill.	-54
WEST SOUTH CENTRAL	6-61
(Ark., La., Okla., Tex.)	
Oklahoma City; Tulsa	-62
New Orleans	-63
Houston; Galveston—Texas City; Beaumont—Port Arthur	-64
Dallas; Fort Worth; Sherman—Denison	-65
Austin; San Antonio	-66
MOUNTAIN	6-71
(Mont., Idaho, Wyo., Colo., N.M., Ariz., Utah, Nev.)	
Albuquerque	-72
Denver; Colorado Springs; Pueblo	-73
Tucson; Phoenix	-74
PACIFIC	6-81
(Wash., Ore., Calif., Alas., Haw.)	
Seattle—Everett; Tacoma	-82
Portland; Salem; Eugene	-83
S.F.—Oakland; San Jose; Stockton; Vallejo—Napa; Sacramento	-84
L.A.—Long Beach; Santa Barbara; Oxnard—Ventura	-85
San Diego	-86
Honolulu; Kailua	-87
CANADA	6-91
(All provinces & territories)	
Montreal	-92
Ottawa	-93
Toronto	-94
Victoria & Vancouver	-95
OTHER COUNTRIES	6-98

2. Age Group

Under 20	8-1
20-29	-2
30-39	-3
40-49	-4
50-59	-5
60 & over	-6

3. Sex

Female	9-1
Male	-2

4. Race

American Indian or Alaskan Native	10-1
Asian or Pacific Islander	-2
Black	-3
Hispanic	-4
White	-5
Other	-6

5. Employment Status on April 1, 1982

Full-time employed	11-1
Part-time employed	-2
Retired	-3
Not employed & *not* seeking employment	-4
Not employed, *and* seeking employment	-5

6. Unemployment Between April 1, 1981 and March 31, 1982

	Yes	No
a. Were you unemployed for any portion of this period?	12-1	12-2
b. Was your employment terminated? By your employer?	13-1	13-2
On your own initiative?	14-1	14-2

c. How many months were you unemployed?
Insert number (0 to 12)

15 16

7. Enter your Basic Annual Salary (as of April 1, 1982), rounded to the nearest dollar. This should be your annual salary associated with your principal *full-time* professional employment (before deductions for income tax, social security, retirement, etc). *Do not* include bonuses, overtime, or other payments for professional services. *Do not* include subsistence allowances. (If unemployed, enter "zero.")

$

8. What type of institution or business is served by the library/information center in which you are employed?

a. Federal government (U.S. or Canada), including military branches.	22-1
b. Other government (state, provincial, local, international).	-2
c. Public library:	
In subject department	-3
In general public library	-4

Ignore the numbers next to the boxes—they are for data-processing purposes only.

8. (continued)

d. Academic institutions:	
In a subject department or research institute	-5
In a general campus library	-6
e. Other not-for-profit institution, organization, association	-7
f. For-profit corporation, non-manufacturing (specify type below; check only one box)	
Mining, agriculture, forestry, fisheries	-8
Transportation, public utility, communication	-9
Banking, finance, real estate	-A
Accounting	-B
Hospital and other medical services	-C
Engineering and architectural services	-D
Insurance	-E
Advertising, marketing	-F
Commercial laboratory	-G
Legal services	-H
Information brokers (including self-employed)	-I
Consulting services (including self-employed)	-J
Other non-manufacturing	-K
g. For-profit corporation, manufacturing (specify type below; check only one box)	
Textiles, lumber, wood, paper, etc.	-L
Newspapers, publications	-M
Chemicals & allied products	-N
Processed foods	-O
Pharmaceuticals	-P
Petroleum refining	-Q
Rubber, plastics, glass, ceramics, etc.	-R
Metals & metal products	-S
Office, computing and accounting machines	-T
Other machines, except electrical	-U
Electrical equipment & supplies	-V
Motor vehicles & equipment	-W
Aircraft & parts, aerospace	-X
Nuclear energy	-Y
Other manufacturing	-Z
h. Not otherwise specified	-#

9. Is the organization entity in which you are employed called a:

a. Library	23-1
b. Information Center	-2
c. Other	-3

10. Degrees (Check highest applicable in each column)

	Subject Field	Library/Info Science
Doctorate	24-1	25-1
Master	-2	-2
6th Year Certificate	-3	-3
Bachelor	-4	-4
Associate	-5	-5
No Degree	-6	-6
No College	-7	-7

11. Indicate the subject field in which you hold your degrees.

Biomedical sciences	26-1
Business, commerce or economics	27-1
Earth sciences	28-1
Education	29-1
Engineering	30-1
English or journalism	31-1
Fine and applied arts (art, architecture, music, speech, theatre)	32-1
Foreign languages	33-1
Law	34-1
Liberal arts	35-1
Physical sciences	36-1
Philosophy or religion	37-1
Social sciences	38-1
Other	39-1

12. Number of Employers worked for full-time since entering the Library/Information field

40 41

13. Number of Years with Present Employer

42 43

14. Record the number of years of professional library experience *and* other professional experience you have had *since* receiving your Bachelors degree.

Prof. Library Experience	Other Prof. Experience
44 45	46 47

Ignore the numbers next to the boxes—they are for data-processing purposes only.

15. Indicate your primary specific responsibility. *Check only one box.*

a. General responsibilities (in a one-or two-person library)	☐ 48-1
b. Administrative responsibility	☐ -2
c. Abstractor or indexer	☐ -3
d. Acquisitions or cataloging	☐ -4
e. Bibliographer; literature searcher	☐ -5
f. Documents or reports	☐ -6
g. Editor or writer	☐ -7
h. Information specialist	☐ -8
i. Reader service or reference	☐ -9
j. Systems specialist	☐ -A
k. Translator	☐ -B
l. Library school faculty	☐ -C
m. Self-Employed (consultant, etc.)	☐ -D
n. Other	☐ -E
o. Not employed in a library	☐ -F

16. Do you supervise other members of the library staff? Enter the number of professionals (librarians, abstractors, etc.) and the number of technicians and the number of clerks you supervise.

Professionals	Library Technicians	Clerks	Total
☐☐ 49 50	☐☐ 51 52	☐☐ 53 54	☐☐☐ 55 56 57

17. Budget range allocated to your library/information center for current fiscal year. (Include salaries and benefits, contractual services, materials/supplies. Exclude rent.)

under $25,000	☐ 58-1
25,000 — 49,999	☐ -2
50,000 — 74,999	☐ -3
75,000 — 99,999	☐ -4
100,000 — 250,000	☐ -5
250,000 — above	☐ -6

18. Check the job title which most closely matches your title.

Manager	☐ 59-1
Assistant/Section Head	☐ -2
Librarian/Information Specialist	☐ -3
Support Staff	☐ -4

19. Listed below are commonly accepted definitions for the job titles in question 18. How do your responsibilities compare with the description of your job title? *Check only one box.*

	Greater Than	Equal To	Less Than
Manager—full responsibility for budget and administration of library operation.	☐ 60-1	☐ 61-1	☐ 62-1
Assistant/Section Head—responsible for administration of a specific service area/department	☐ -2	☐ -2	☐ -2
Librarian—performs professional information services with little or no administrative responsibility.	☐ -3	☐ -3	☐ -3
Support Staff—largely routine and clerical functions for the library.	☐ -4	☐ -4	☐ -4

20. Please check your SLA membership category.

Member	☐ 63-1
Member (Paid-for-life)	☐ -2
Associate Member	☐ -3
Student Member	☐ -4
Retired Member	☐ -5
Sustaining Member	☐ -6
Honorary Member	☐ -7
Non-Member	☐ -8

Please check to make sure that you have answered each question. As soon as you have completed the questionnaire, please mail it to:

Special Libraries Association
Salary Survey
235 Park Avenue South
New York, N.Y. 10003